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ABSTRACT

Hispanic representation in all categories of employment by the State of Florida must be increased through implementation of effective affirmative action and equal opportunity employment programs. The Florida State Commission on Hispanic Affairs analyzed statistical data provided by the State Bureau of Employment Assistance to ascertain employment levels and patterns by ethnic group in individual state agencies. The Commission also held public hearings in Jacksonville, Miami, Ft. Meyers, and Tampa, where large numbers of Hispanics reside. The minutes of these hearings, including comments by representatives of local state agencies and area residents, are included. Major findings include the following: (1) the proportion of Hispanic personnel in all categories of State employment is small (3.6 percent), compared to the proportion of Hispanic residents in the State (11 percent); (2) Hispanic employees are disproportionately represented in State employment when compared to other minorities; (3) Hispanics are severely underrepresented in administrative positions; (4) Hispanics do not understand how to apply for state positions; and (5) with the exception of the State University System, agencies have no effective affirmative action programs for recruiting Hispanics. The appendices include extensive tables of statistical data on state employment by ethnic category, and work force data by individual agencies, for 1986. (FMW)

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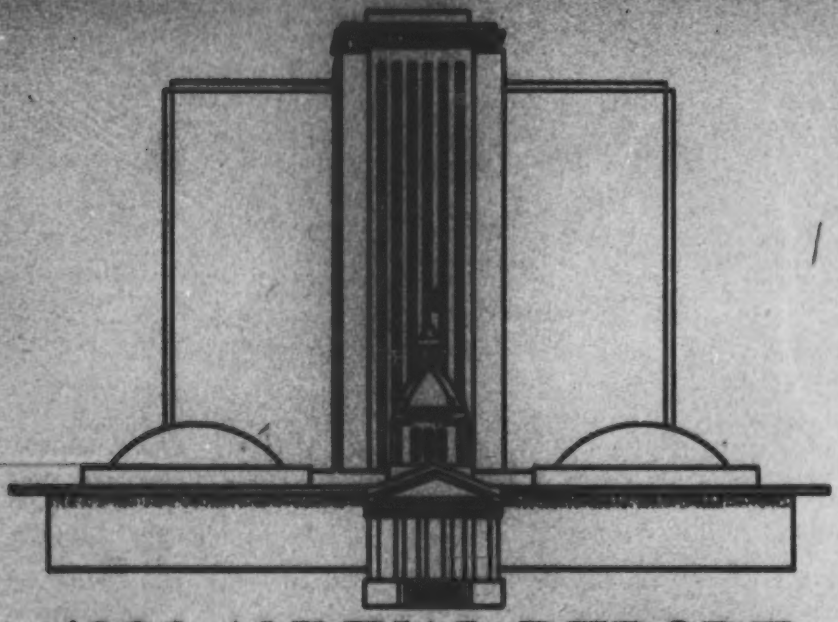

1986 ANNUAL REPORT

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The Underrepresentation of Hispanics in State Employment

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

January 30, 1987

Greetings:

It is a great pleasure to congratulate the Florida State Commission on Hispanic Affairs on the occasion of its tenth annual report.

For a decade the Commission has made its presence known by fostering an enhanced appreciation for vital concerns in the area of employment and educational opportunities for members of the Hispanic community. You are certainly to be commended for playing such a pivotal role in the shaping of longstanding initiatives that will hopefully result in a brighter future for so many of our citizens.

Thank you for working so vigorously to ensure that State Government is responsive to the needs of all within our very diverse population, and best wishes for a successful future.

Sincerely,

Governor

BM/ntb

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STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FOREWORD

June 22, 1987

To the People of the State of Florida

Greetings:

The 1987 Annual Report of the Florida State Commission on Hispanic Affairs focuses on one of the most serious challenges facing Floridians - the underrepresentation of Hispanics in the State's workforce. We present this report in the hope that it will raise the public's awareness of this issue. While 11% of Florida's population is of Hispanic origin, Hispanics comprise only 3.6% of the total number of State employees. Based on these figures, it is evident that Floridians of Hispanic descent are not justly represented in the State's employment rolls. It is time that this issue be ranked among the top-priority items in the State's agenda. We call upon the Governor, the Speaker of the House, the President of the Senate, the members of the Cabinet and the heads of State agencies to make a public commitment to resolve the inequities relating to the hiring of Hispanics in State government and to act forthwith on the Commission's recommendations.

Although we are encouraged by the fact that the percentage of Hispanics employed by the State has more than doubled since the Commission first raised this issue in 1979, much work remains to be done.

The Hispanic community of Florida has been heralded as being one of the most dynamic ethnic groups in the Nation. Hispanics have greatly contributed to the State's economic growth and the subsequent increase in the State's revenue collections. Unfortunately, a disproportionate share of the revenues collected in those areas of the State that have the highest Hispanic concentration are allocated to other parts of the State. Similarly, while increased revenues have made possible the expansion of the State's workforce, Hispanic representation in the State's employment rolls has not increased proportionally.

We urge the Governor to call a special conference of legislative leaders, cabinet members, and department heads to address the issue of Hispanic underutilization in State government. Administrators must issue a strong and unequivocal directive to those responsible for hirings and promotions:

1) A more proactive approach must be developed to substantially increase the number of Hispanics competing for state government positions; and,

2) The significant underutilization of Hispanics in the State's workforce should be considered when hiring equally-qualified applicants.

The message must come right from the top. It must be a strong one if it is to filter down to the lower levels of the State's bureaucracy where most of the hiring occurs. Once lower-level administrators realize how important this issue is to their superiors, the number of Hispanics employed by the State will increase dramatically.

While we are disappointed by the low number of Hispanics still employed in the Executive Office of the Governor, we salute Governor Bob Martinez for his selection of Adis Vila as Secretary of Administration and Hugo Menendez as Secretary of the Department of Labor and Employment Security. These are two highly-qualified Hispanics who now hold important decision-making positions. Commerce Secretrary Jeb Bush, who has lived and traveled extensively in Latin America, has also shown to be particularly sensitive to Hispanic issues. Having a governor of Hispanic descent and three agency heads closely identified with the State's Hispanic community presents the State with a unique opportunity. Let's seize the moment and act in a meaningful way to correct the existing inequities.

State employment vacancies are generally filled through "networking", a process that favors persons from those groups who are already represented in State's employment force. Often, State employees learn of employment opportunities and inform persons in their group of upcoming vacancies. It is more difficult for persons outside of those groups to break into the system. Positions are often advertised in specialized publications not likely to reach the general Hispanic market.

Often Hispanics are not even aware of career opportunities in State government. Those who learn of existing vacancies often find the system to be cumbersome and not responsive. Under the present system, applicants must first qualify into the State's general pool and be "classified" according to their abilities. Once "classified", the applicant is eligible to apply for specific positions.

At our public hearings we often heard from applicants who learned of existing vacancies and applied for the position only to find that by the time they classified the vacancy had already been filled. This lack of knowledge as to how the system operates often keeps qualified Hispanics from competing effectively for State positions.

Affirmative action programs have generally concentrated in opening occupational opportunities to other minory groups. We salute the work done by these programs on behalf of our other minorities and urge that affirmative action programs be expanded. However, it is essential to establish independent programs that specifically target the State's Hispanic population.

We believe that the Department of Administration is particularly well suited to lead a massive effort to increase the number of Hispanics employed by the State. We urge the governor to assign the Department of Administration the task of streamlining the State's application process and coordinate a massive recruitment effort that will include all agencies of state government.

The State should make a concerted effort to inform the Hispanic community of the availability of positions throughout the State. Positions in the Tallahassee area, for example, should be advertised in those areas of the State with the highest Hispanic concentration. Furthermore, the State should raise the compensation of its employees to permit it to offer an attractive alternative to prospective applicants who are constantly lured to the private sector.

It is important that all segments of Florida's population be adequately represented in the State's workforce. Florida's Hispanic community constitutes an integral and ever-growing part of the State's population. Let's correct the existing inequities to assure that our State government is truly representative of all Floridians.

This will be the last annual report that I submit, as chairman of the Florida State Commission on Hispanic Affairs. I have been honored to serve in this Commission for eight years - the last four years as chairman. My term in the Commission expires in September and the time has come to pass the torch. These have been great years for the Commission - years filled with hard work and accomplishments. I take pride in the fact that I leave the Commission in solid ground - an entity that has earned the trust and respect of the people of the State of Florida. The Commission's role in State government has grown during these years. Today the Commission is considered to be a serious and effective channel for Hispanic expression - a respected voice for Florida's Hispanic community.

I have been priviledged to have served in the Commission with an outstanding group of individuals who selflessly gave of their time, energy and resources to study the needs of our Hispanic community and, in the process, make the State a better place for all Floridians. It is not possible to individually recognize here all the members of the Commission. Instead, I salute them all in the person of Dr. Luis Botifol, widely recognized as the dean of Florida's Cuban-American community, who has been a source of inspiration and support to all of us who served with him on the Commission. I wish to express my gratitude to the members of the Commission for giving me the honor to serve four terms as chairman. I shall forever value their confidence and support.

The Commission's accomplishments would not have been possible without the efforts of Angel Gonzalez, Ph.D., the Commission's Executive Director. Dr. Gonzalez is a true professional and a devoted public servant who has opened more doors to Hispanics in Tallahassee than any other individual. Thanks to the members of the Hispanic legislative delegation with whom the Commission has worked so closely. In particular, special thanks to Rep. Arnhilda Gonzalez-Quevedo, Rep. Roberto Casas and Rep. Luis Morse who stood solidly behind the Commission these years. Thanks to Speaker John Mills who supported our efforts to retain the scope and stature of the Commission under the Executive Office of the Governor. Thanks to former Senate president Harry Johnston, Senator Roberta Fox and Rep. Sam Bell for providing the funds to preserve the historic San Carlos Institute as a Cuban-American heritage center. Above all, I wish to thank Senator Bob

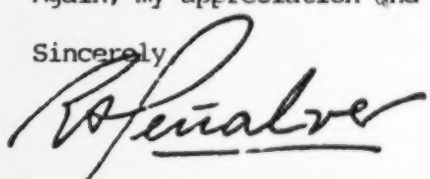
Graham who as governor shared in my vision of the Commission's potential and always kept the doors to his office open.

The Commission has dealt with many issues and can boast of a long list of accomplishments. I am pleased that we were able to achieve all this after reducing the Commission's annual budget from $160,0000 in 1982 to the current annual budget of Twenty Five Thousand Dollars ($25,000.00). It shows what can be accomplish when people of goodwill work together for the common good.

The accomplishments of the past few years has demonstrated the need for a vibrant and respected Hispanic Commission in our State. Support for the Commission has never been broader in the legislature and in the Hispanic community. The State legislature wisely reenacted the Commission's enabling statute this year. The next ten years should see further growth and development of the Commission as the Hispanic population plays an ever-greater role in our State. The potential is enormous if the the Commission can maintain its credibility as a non-political and representative body. I urge the Governor to work closely with the Commission and to appoint as members persons with strong civic credentials who are truly representative of Florida's Hispanic community. I hope that the Governor continue the tradition of bipartisan appointments to the Commission. Finally, I urge future Commission members not to be tempted by the lure of a growing bureaucracy. Key to the Commission's success is its openness and accessibility. Commission meetings and public hearings should be devoted to the issues affecting the State's Hispanic community and not to administrative details. I pledge to future members of the Commission my full support and cooperation.

Again, my appreciation and best wishes for continued success.

Sincerely,



Rafael A. Penalver, Jr.
Chairman

ENABLING LEGISLATION

The Florida State Commission on Hispanic Affairs was created in 1977 by the Florida Legislature to provide a comprehensive and ongoing study of the needs and problems affecting the Hispanic community in the State of Florida. The Commission is made up of 15 members, all appointed by the Governor to serve terms of four years.

In accordance with F.S. 14.25, the Commission is authorized to procure information and assistance from the State or any subdivision, municipal corporation, public officer, governmental department or agency thereof, as well as, utilize the talents, expertise and resources within the State. It is the Commission's principal responsibility to conduct studies on the needs of Hispanics in areas such as education, social services, commerce, and general culture and the arts.

The Commission prepares an annual report, related to the study carried out during the year, and presents it to the Governor, the President of the Senate and the Speaker of the House.

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ACKNOWLEDGEMENTS

On behalf of the members of the Florida State Commission on Hispanic Affairs, I would like to extend my most sincere appreciation and heartfelt thanks to the following individuals for their invaluable assistance and continued support during the preparation of this report:

Gilda Lambert, Secretary, Department of Administration

Beebe Blount, Chief, Bureau of Employment Assistance

Glenda Wood, Assistant Director Public and Legislative Affairs, Department of Administration

Janice Bragg, Personnel Program Supervisor, Department of Administration

I would also like to thank the representatives from the various State agencies who testified before the Commission and the many individuals who took valuable time to appear before the Commission at its public hearings in the cities of Jacksonville, Miami Ft. Myers, Tallahassee, and Tampa. For their participation and thoughtful insights, a special word of appreciation.

To all of you, best wishes for continued success.

Angel T. Gonzalez
Executive Director
Florida State Commission on
Hispanic Affairs

METHODOLOGY

To identify the specific number of Hispanics currently employed in the various State agencies, the Florida State Commission on Hispanic Affairs turned to the Florida Department of Administration, Bureau of Employment Assistance, to obtain work force data on the individual agencies. This data provided information on the following categories: total number of white, black and Spanish (Male and Female) employees. It also gave information on the salary range and percentage of white, black and Spanish (Male and Female) employed.

In order to obtain information on the specific employment needs of the Hispanic community, at the local level, the Commission held a series of public hearings across the State. The hearings were held in Jacksonville, Miami, Ft. Myers, and Tampa. These cities were chosen because of the large concentration of Hispanic residents. The general public was invited to all the hearings, as well as representatives from the local State agencies' district offices.

FINDINGS

The following are the most relevant findings resulting from the study, conducted by the Commission, on State employment during 1986:

* The proportion of Hispanic personnel in the State's work force in all occupational categories is small.

* Only 3.6 percent of Hispanics comprise the State's work force.

* There is a severe lack of representation of Hispanics in administrative positions.

* There are few provisions in all State agencies to assist Hispanics in obtaining employment.

* Utilization of the Hispanic media in job advertising is limited.

* Hispanics interested in working for the State are not being reached.

* There is a lack of programs specifically geared toward recruiting Hispanics and general lack of commitment, on part of decision makers, to increase the number of Hispanics employed in State government.

* The Hispanic community has limited understanding as to how to apply for positions with the State.

* A number of State agencies do not report a single Hispanic employed in any capacity.

* There is a disproportionate number of Hispanics employed by the State in comparison to other racial or ethnic categories.

* Geography has played an important role in limiting the number of Hispanics currently working for the State. Many are not willing to relocate to areas not having a large concentration of Hispanic residents.

* Although a State policy exists requiring affirmative action programs, the Commission did not find an effective affirmative action program to recruit Hispanics in any agency.

* The Board of Regents' Office of Equal Opportunity programs and the State University System of Florida have taken the lead in providing meaningful data on affirmative action programs across the State. This initiative has had the support of the Board of Regents and the Chancellor, and it is communicated throughout the State University System. Although the number of Hispanics employed by the State University System is below what should be considered acceptable, the use of goals by the State University System indicates that they are taking action.

RECOMMENDATIONS

The Florida State Commission on Hispanic Affairs pursuant to Florida Statute 14.25, recommends to the Governor, to the President of the Senate and to the Speaker of the House that:

* Hispanic representation in all categories of State employment be increased, particularly in policy-making and professional categories.

* Hispanic media services be used in advertising State positions.

* The Department of Administration and other State agencies target the Hispanic community in recruiting efforts.

* Funds be earmarked for recruiting efforts in the Hispanic community.

* The Department of Administration closely review and monitor recruiting efforts in all State agencies to ensure that the number of Hispanic employees be increased in all categories.

* The State sponsor recruiting workshops in the Hispanic community across the State.

* The participation of any Hispanic job training organizations (such as SER Jobs for Progress) be permitted in new recruiting efforts.

* The Department of Administration, in conjunction with other agencies, develop a talent bank which may be used to recruit candidates to fill positions.

* The Governor's Office, the Legislature and the Cabinet review affirmative action plans in their respective areas.

* The Governor call for a meeting of all the State agencies to emphasize the State's commitment to increasing the Hispanic representation in State Government and search for ways of implementing that commitment.

* The Governor, the Legislature and the Cabinet restate Florida's commitment to full compliance with Federal and State Statutes regarding affirmative action and equal employment opportunities.

* The Human Relations Commission monitor employment practices by all State agencies.

* A campaign to familiarize the Hispanic community with job application procedures be initiated by the Department of Administration, the Department of Labor and Employment Security and Cabinet agencies.

* The Department of Administration hire recruiters to speak to Hispanic organizations on job opportunities with the various State agencies.

* The application process for State employment be simplified.

* The Governor of the State of Florida appoint qualified Hispanics to decision-making positions.

* The Governor direct all State agencies to implement an effective Statewide affirmative action plan to: disseminate information on State positions; to hire and promote Hispanics; and to report annually to the Governor the gains on the hiring of Hispanics.

INTRODUCTION

The purpose of this report is to provide information on Hispanics currently employed by the State of Florida. The report is based upon a series of public hearings held by the Florida State Commission on Hispanic Affairs across the State and information provided by State agencies.

The report was initiated in response to what commission members felt were alarming figures concerning the total number of Hispanics presently employed by the State. As of 1986, approximately 3.6 percent[1] of all State employees were of Hispanic origin. However, a number of State agencies did not even report 1 percent total Hispanic employment.

It is estimated that the current population of Florida is approximately 11.6 million[2]. The Hispanic population in the State is considered to be roughly 1.25 million[3], or 11 percent of the total population. Based on these figures, it is evident that the Hispanic population is not justly represented in the total number of employees currently employed by the State.

If the current growth of the Hispanic population in Florida continues at its present rate, it is predicted that the total number of Hispanics residing in the State could be close to 2 million by the year 2000.

The Hispanic community in Florida has been heralded as being one of the most dynamic ethnic groups in the Nation. Their gains in education and in the private sector of the economy have been exemplary. Florida is fortunate to possess a unique geographical situation, with respect to Latin America, and at the same time enjoy the presence of a large group of Hispanic citizens that could serve as a link with our neighbors to the

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[1] Florida Department of Administration, Bureau of Employment Assistance, 1986.

[2] Bureau of Economic and Business Research, Population Program, College of Business Administration, University of Florida, 1986.

[3] Study conducted by Strategy Research Corporation of Miami during the last quarter of 1986. The Hispanic population projections are estimates as of January 1, 1987.

South. In reaction to this new reality, a number of State agencies have begun programs with an international perspective. Nonetheless, the Hispanic community in our State still remains an untapped resource of expertise and manpower. For this reason, it is of upmost importance that our State agencies implement new programs to recruit more Hispanics for its work-force. Not only should we be complying with affirmative action goals and guidelines, but we should also regard the Hispanic sector of our population as a very valuable human resource needed in building Florida's future.

PUBLIC HEARINGS

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301 8047

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

June 26, 1986

Jacksonville, Florida

AGENDA

I. Call to Order

II. Introductory Remarks

III. Invited Speakers

Ms. Glenda Wood
Assistant Director
Public and Legislative Affairs
Department of Administration
Tallahassee, Florida

Ms. Beebe Blount
Chief
Bureau of Employment Assistance
Department of Administration
Tallahassee, Florida

Ms. Windola Jones, Administrator
Service Delivery for Economic Services
HRS District 4
Jacksonville, Florida

Ms. Levetta Tucker
Housing Specialists
Jacksonville Urban League
Jacksonville, Florida

Ms. Deborah Parsons, Asst. Director
Community Relations Commission
E.O.C.
Jacksonville, Florida

An Affirmative Action/Equal Opportunity Employer

Ms. Christina Murphy, Director
N.E. Florida Community Action Agency
Community Service Programs
Jacksonville, Florida

IV. New Business

V. Next Meeting Date and Location

VI. Adjournment

ATG/nkc

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301-8047

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

REGULAR MEETING

Summary of the Commission's regular meeting held in Jacksonville, Florida on June 26, 1986 at 6:30 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Celia Fernandez, Pablo Mila, Luis Rincon, Ivette Morgan, Felipe Fernandez.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

Chairman Rafael Penalver provided some introductory remarks about the purpose of the Commission and its history. He explained that the Commission was created in 1977 to serve as a link between the state government and the Hispanic communities across the state. He then added that the Commission is made up of 15 members and proceeded to introduce the members present. Chairman Penalver then gave a brief explanation on how the Commission selects a topic for its annual report and followed with a short description of the topics researched in the past three years. He then explained what topic the Commission had selected for the 1986 Annual Report and why it was chosen. He stressed that although the Commission was not a regulatory board, it could bring to the attention of the Legislature and the Governor's Office the problems affecting Hispanics and seek support for possible solutions.

INVITED SPEAKERS

John Grissett, Program Assistant for North East Florida Community Action Agency, Community Service Programs, Jacksonville, Florida.

Mr. Grissett provided the Commission a brief history and explanation of the Community Action Agency in Jacksonville. He mentioned that the agency had been in existence for 21 years and is funded by public monies. The agency primarily focuses on

low-income families and provides emergency assistance in the areas of housing, food, utilities and acts as a referral to the various other agencies in the community. Mr. Grissett added that the number one criteria for receiving service from the agency is that the resident must meet the federal guidelines. He then spoke of some of the programs the agency offers.

* Head Start Program - national pre-school training and child development.
* Foster Grandparent Program.
* Neighborhood Assembly Programs.
* Temporary Shelter-help families in transition who are looking for housing.
* Consumer Education.
* Youth Crime Prevention Program.
* Job Placement Assistance.

Ms. Glenda Wood, Assistant Director, Public and Legislative Affairs, Department of Administration, Tallahassee, Florida.

Ms. Wood expressed her gratitude for the opportunity to address the Commission and to be a part of the Commission's effort to improve the number of Hispanic employees in state agencies. She also added that Governor Bob Graham is also concerned and would like to see if a solution can be reached to this problem. Ms. Wood also indicated that part of the goal is to improve recruitment in general.

Ms. Janice Bragg, Bureau of Employment Assistance, Department of Administration, Tallahassee, Florida.

Ms. Bragg told the Commission she had previous experience in working within the Hispanic communities. That she recently participated in a series of workshops at four high schools in the Miami area where a majority of the students were Hispanic. The workshops provided information about professional job opportunities within state government. Ms. Bragg also indicated that job availability within the state's workforce provides many opportunities and benefits.

The following are some of the benefits offered:

* Job security.
* Career ladder.
* Cooperative Education.
* Tuition free college programs.
* Health care plans.
* Retirement program.
* Holidays - (8) paid by the state.
* Annual leave - an employee may earn approximately 8 hours a month for the first five years - 10 hours a month after five years.
* Sick leave - an employee may earn 8 hours a month.
* Compensation - employees usually earn a 5% annual increase in salary as appropriated by the Legislature.
* Merit pay increases - based on job performances.
* Credit Union - bank and loan services.

Ms. Bragg then proceeded to explain the process of applying for a job with the state. She reported that for an individual to apply for a job within state government, one must first be certified by the Department of Administration, Bureau of Employment Assistance. After applying for certification, about three weeks later, the applicant receives a notice of eligibility. It will indicate what the job classification is and list the jobs that the person is qualified for within the state system based on the educational and professional experience. The notice will also provide information of any test requests that are required and provide instructions on how to fulfill these requirements. After receiving the notice of elibibility, the applicant may apply for vacancies at either local state agencies or in Tallahassee. When applying one must present a copy of the notice of eligibility along with the application. Ms. Bragg added that all local state agency offices have listings of specific openings in all the state

agencies. She also informed the Commission that if you don't know what specific vacancy you would like to apply for, you may indicate on your application what area you would like to work in.

Mr. Kenneth Millett, District #4 Personnel Officer for the Department of Health and Rehabilitation Services, Jacksonville, Florida.

Mr. Millett provided the Commission with some background information about the Health and Rehabilitation Services (HRS) Office and in Duval County. He reported that the HRS agency is the largest department in the state comprising of almost one third of all state employees. He then presented the Commission a list of programs and services rendered by the agency.

* Aging and adult services for adults 60 years old and over.
* Assistance to children with medical needs.
* Children youth and family counseling.
* Developmental service for the mentally retarded and individuals with developmental disabilities.
* Economic services for families with financial distress.
* Public health service through county help units.
* Help pay medical care and treatment.
* Mental health program for those with emotional illness.
* Vocational rehabilitation for handicaps.

Mr. Millett then spoke of the job opportunities in the HRS agency and mentioned that a wide range of jobs are available from entry level to managerial depending on vacancies. To find out about these vacancies one may call the recruitment office at the local agency they wish to apply for or call the Job Information Line in Jacksonville which updates a weekly list of all the positions available in the department. The number is (904) 723-2024. He also added that the department advertises job positions through job opportunity announcements that are posted in all HRS offices. These announcements are mailed to local job services, organizations surrounding universities and other agencies but cannot be mailed to individuals.

Mr. Millett also discussed how an individual who is not presently working in the department may be considered for a high level position. He said that depending on the position, the department looks for the most qualified person to fill a vacancy. They would need to be knowledgeable of the particular units that a mid-level manager would be overseeing and have some experience in working with these agencies. If not knowledgeable, they would look for someone with a similar background in the position they are applying for and also have the capacity of learning the position.

Deborah Parsons, Assistant Director of Community Relations Commission, E.O.C., Jacksonville, Florida.

Ms. Parsons expressed her concerns about the unequal balance of minority employees in state and city agencies. She told the Commission that less than 1% of Hispanics have top level positions in the city agencies. Ms. Parsons then proceeded to describe the function of the Community Relations Commission. She said that the Commission attempts to assist people with any situation in need of assistance, and if they cannot find a solution to the problem, they will refer the individual to an agency that may solve their particular problem. She also added that the office provides assistance in job discrimination related cases. Ms. Parsons stated that under Title VII of the 1964 Civil Rights Act, no employer can discrimninate against individuals because of race, religion or national origin. There are other Federal laws that protect against job discrimination and job advancement. Ms. Parsons mentioned that if an individual applies for a job and does not get hired or already works for an agency in either the public or private sector and is denied promotion, under Federal law, if that individuals feels they are discriminated against, he or she has the right to request an interview with the Federal Department of Equal Opportunity Employment (E.O.E.) or the local E.O.E. agency to investigate the situation. It is the agency in question's responsibility to prove that the individual was not denied because of race or national origin. The same service is provided for housing discrimination.

Ms. Levetta Tucker, Housing Specialists, Jacksonville Urban League, Jacksonville, Florida.

Ms. Tucker thanked the members of the Commission, on behalf of the Jacksonville Urban League, for the opportunity to address the Commission. She then provided the Commission with some background information about the Jacksonville Urban League.

She mentioned that it is a non-profit organization that provides special programs of assistance that the state or city agencies do not fully participate in for citizens. Ms. Tucker then proceeded to list and explain a few of the programs the Jacksonville Urban League offers.

* Summer youth programs for young adults ages 18-21.
* Emergency rehabilitation program for senior citizens.
* Temporary job placement services.
* Health inspection and housing inspection services.
* Counseling in home budgeting.

NEW BUSINESS

Carolina Hospital, Doctorate Student at the University of Florida, Gainesville, Florida.

Ms. Hospital discussed her concern about a proposal made by the University of Florida Administration to integrate the Latin American Collection of books into the general collection at the University Library. Shen then provided the Commission with background information about the collection. The Latin American Collection was created in 1967 to fulfill the needs of the college students studying foreign languages. A section was designated within the reference section at the University of Florida Library. In 1977 it was separated and was formalized as its own entity (section) with a reading room and a separate reference area. Three librarians were assigned to maintain the collection and help the students. Materials that are provided are primarily from the Caribbean, South and Central American countries, Brazil and Spain. The collection has over 400,000 materials and is rated as one of the top 5 in the country in Latin American studies.

In the past three years two of the three librarians have left and have not been replaced, leaving only one librarian to maintain the collection. Ms. Hospital then explained that because of the problems of maintaining the collection, the university proposed to integrate the collection into the main library group

Ms. Hospital then indicated that Latin American students, a number of faculty members and alumni are opposed to the

proposal. She then sited reasons for their opposition. If the collection is integrated it would make it difficult to locate and obtain reference materials and books from the collection; the protection of a number of valuable materials presently in the collection would be questionable since there would not be someone directly overlooking the materials; also many Latin American students rely on assistance from the reference librarian working with the collection. By integrating the collection, it would be eliminated. A symbolic element refers to the prestige of the collection. It being ranked as the 5th best collection of Latin American materials in the nation, it would be more of a disadvantage than an advantage to the university if they followed through with the proposal.

After the conclusion of Ms. Hospital's presentation, Commissioner Ivette Morgan suggested that letters be sent on behalf of the Commission concerning the Latin American Collection proposal to individuals involved. There was general agreement among the commissioners to follow through with the letter writing campaign.

Pablo Valdivieso, Jacksonville resident.

Mr. Valdivieso spoke of the need for Hispanics to receive better orientation; not only information, but also guidance in obtaining jobs with the State.

NEXT MEETING DATE AND LOCATION

No decision was made on the next meeting date and location.

ADJOURNMENT

There being no further business, the meeting was adjourned at 9:00 p.m.

ATG/nkc

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301 904

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

PUBLIC HEARING AND REGULAR MEETING

August 27, 1986

Miami, Florida

AGENDA

PUBLIC HEARING

I. Call to Order

II. Introductory Remarks

III. Invited Speakers

Ms. Glenda Wood
Assistant Director
Public and Legislative Affairs
Department of Administration
Tallahassee, Florida

Ms. Janice Bragg
Personnel Program Supervisor
State Employment Assistance
Department of Administration
Tallahassee, Florida

Jerry C. Smith, Jr.
Senior Personnel Manager
Department of Transportation
District 6
Miami, Florida

An Affirmative Action/Equal Opportunity Employer

Peter M. Santa-Maria
Assistant Personnel Manager
Department of Transportation
District 6
Miami, Florida

Ms. Martha Cox
Recruiting Supervisor
Department of Health and
Rehabilitative Services
District 11
Miami, Florida

IV. Adjournment

REGULAR MEETING

I. Call to Order

II. Roll Call

III. Declaration of Quorum

IV. Action Items

A. Upcoming Commission Elections

B. Meeting in Gainesville

C. Meeting before Broward County Commission

D. Research Study on Hispanic Contributions to American History - Frank DeVarona

V. San Carlos Institute - Update

VI. New Business

VII. Next Meeting Date and Location

VIII. Adjournment

STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE 32301-8047

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

PUBLIC HEARING

Summary of the Public Hearing held by the Commission, on the underemployment of Hispanics in State agencies, in Miami, Florida on August 27, 1986 at 6:30 p.m.

COMMISSIONERS PRESENT

Rafael Penalver, Pablo Mila, Robert DeVarona, Luis Rincon, Mercy DiMaio, Frank DeVarona, Celia Fernandez, Ivette de Arteaga Morgan, Martiniano Orta, Ralph Borras, Rene Gonzalez.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

Chairman Rafael Penalver provided a brief background on the history and purpose of the Commission. He then proceeded to introduce the members of the Commission. The Chairman explained briefly how the Commission was established in the mid 1970's by the Florida Legislature under Governor Reuben Askew for the purpose of serving as a connection between the Hispanic communities in the State of Florida and State government in Tallahassee. He also mentioned the appointment of Dr. Modesto Maidique to the Presidency of the Florida International University and how this reflects on the participation of the Commission.

INVITED SPEAKERS

Glenda Wood, Assistant Director Public and Legislative Affairs, Department of Administration, Tallahassee, Florida.

Ms. Wood expressed concern on how the representation of Hispanics in State government employment is not as it should be, given the fact that only 3% of the 11% Hispanic population is employed by the State. She explained that the Department of Administration is attempting to give an overview of State employment as well as share with the public the process of

applying for a position with the State, what to expect, and the classifications of jobs available. Finally, Ms. Wood stated that their main goal is to have the percentage of Hispanics employed by the State be more reflective of the Hispanic population.

JANICE BRAGG, Personnel Program Supervisor State Employment Assistance, Department of Administration, Tallahassee, Florida.

Ms. Bragg spoke on the benefits of obtaining a position with the State. The main benefits she touched upon follow:

-Continued Education
-A retirement plan
-Serving the State
-Sick leave
-Paid annual leave
-Various Insurance Plans

She gave instructions on how to complete the job application for a State position and explained the process by which an application goes through. She added the following recommendations on completing the application:

1. Read the instructions carefully
2. Make sure all blanks are completed.
3. Make sure the full name and social security number of the applicant are included.

Ms. Bragg indicated that the application process does take approximately three weeks, and urged the public not to get discouraged and to follow-up

Jerry C. Smith, Jr., Senior Personnel Manager, Department of Transportation, District 6, Miami, Florida.

Ms. Smith provided a brief background on the nature of the Department of Transportation. He explained that it is a State agency and an engineering firm simultaneously. He further stated that the agency currently employs 120 Hispanics, which comprises 21% of the total employees in Dade County and that thirty seven of the 21% hold higher managerial positions. Mr. Smith added that the agency posts a "job list" every week at over 225 civic organizations in Dade County. These lists include a wide range of positions from clerical to higher level management, and may also be picked up at the DOT offices.

Peter W. Santa-Maria, Assistant Personnel Manager, Department of Transportation, District 6, Miami, Florida.

Mr. Santa-Maria was present at the meeting to answer any questions the non-English speaking public may have regarding the Department of Transportation.

Martha Cox, Recruiting Supervisor, Department of Health and Rehabilitative Services, District II, Miami, Florida.

Ms. Cox addressed the public and the Commission by providing brief background information on the agency she represents. She stated that HRS is a social state agency concerned with the aged, the disabled, children and economic assistance to families with dependent children. She stated that since the agency attempts to offer upward mobility within its structure, it is difficult to obtain upper level positions. However, certain lower level positions are recruited on a continuous basis. Ms. Cox recommends that applicants make copies of their unsigned completed applications in order to ease the completion process for each time an applicant applies for a position. She added that the agency provides a job opportunity bulletin every Monday which lists all available positions in all HRS offices throughout the State.

OPEN FORUM

Mr. Melvin Chavez, a Dade County resident from Michigan, inquired about the procedure required to file a grievance in the event one has been discriminated against. He added that the State of Michigan has a special state agency set up to administer such grievances, and would like to know if the State of Florida offers such an agency.

Chairman Rafael Penalver stated that the mechanism for filing a grievance is basically the same as that in Michigan with the exception that the State of Michigan has an active affirmative action body which encourages state agencies to employ minorities.

George Mederos, a Dade County resident, commended the Commission on their exemplary attempt to inform the Hispanic communities about employment opportunities with the State of Florida. He stated that even though he has a Bachelor's Degree and is fluent in three languages, he is unable to obtain employment.

Ms. Glenda Wood suggested he contact the Job Services of Florida in Dade County.

Luz Rivera expressed her concern regarding the time period required before a response to an application is received.

Ms. Janice Bragg responded that the process takes approximately three weeks. However, this time period is not designated to all cases alike and it may take longer depending upon correct completion of the application and other circumstances.

There followed a general discussion.

Eusebio Arias addressed the representatives from the Department of Transportation and proceeded to explain that it has been 18 months since he applied for the position of "Technician I" with the Department of Transportation. He believed he qualified for this position. However, shortly after he applied he received a letter informing him that he was not qualified.

Mr. Santa-Maria indicated that similar situations have occurred in the past and requested that Mr. Arias see him to further discuss his situation.

Ms. Janice Bragg suggested to Mr. Arias that he contact her at his convenience to further discuss the matter and see if she could assist him in any way.

Ms. Luz Rivera inquired whether volunteer experience at a specific position would be considered when applying for employment with the State.

Ms. Glenda Wood responded positively.

Commissioner Ivette de Arteaga Morgan congratulated all those present and stated that the Hispanic person does not understand the system. She said that the language barrier adds to their problem and urges the Commission to give its support and encouragement.

Mr. Marcos Lora directed his inquiry to the Health and Rehabilitative Services representative. He asked whether the State budget had been approved as he had applied for a position which was contingent upon funding.

Ms. Cox was unable to provide an answer.

Mr. George Mederos spoke again asking the Commission for some follow up on his case and thanking the Commission for its endeavors.

Angela Medero reported on the administrator for Parque Clemente in Dade County. She stated that the administrator had expelled all Hispanics working in the Administrative Offices at such park. She expressed her concern and asked the Commission to review this matter. The Commission agreed to send a letter inquiring about this incident.

Melvin Chavez expressed his concern about the future of the Commission; particularly in the next upcoming months when so many changes will be taking place. At this point the Chairman of the Commission, Rafael Penalver, added that the Commission is up for Sunset Review, at which point, it will be re-examined and evaluated as to whether it is carrying out the duties originally set forth in 1978.

Mr. Miguel Pellot expressed concern that there was some conflict with the way his application with ASPIRA was handled. He stated that he had applied for counselor and was given two interviews but was told he did not qualify. However, he received a letter from Tallahassee informing him that he did qualify for counselor I and II.

Commissioner Ivette de Morgan replied that ASPIRA is a private non-profit organization. It is a specific agency with its own objectives and need not have the same requirements and guidelines as the State.

Mr. Cidoro del Castillo expressed concern about a problem which ails our community. It is the issue of Cuban refugees who are presently imprisoned, and who have families living in the United Sates. Many of these prisoners are first offenders or have committed misdemeanors, some have committed no crime at all. These people are incarcerated for an indefinite period of time without getting a chance to see their families. Mr. Del Castillo believes this to be a great injustice and asked the Commission to dedicate some research to this particular problem.

Ms. Lula Rodriguez, Director Governor's Office in Miami, reported on fifteen families who have relatives incarcerated. She added that it is usually the case of someone who was found guilty, sent to jail, and at the time of release, parole is revoked and these people are kept in jail.

Teresa Gavalda reported specifically of a Cuban refugee who entered the United States with a tourist visa in 1978. She petitioned for asylum with the Department of Immigration but

was afraid to follow up; thus, Ms. Gavalda contacted an elected official to see if perhaps he might be able to assist but this official stated that he did not want to help because his position was that they should all be deported.

There followed a general discussion.

REGULAR MEETING

Summary of the Commission's regular meeting held in Miami, Florida on August 27, 1986 at 9:15 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Rene Gonzales, Martiniano Orta, Ralph Borras, Ivette de Arteaga Morgan, Celia Fernandez, Frank DeVarona, Mercy DiMaio, Luis Rincon, Robert DeVarona, Pablo Mila.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

The Chairman provided remarks on the Commission's Sunset Review and added that it has a very proud record going before the Legislature. He stated that the area the Legislature will look at will be what the Commission has accomplished compared to the original legislative mandate.

UPCOMING COMMISSION ELECTIONS

COMMISSION MEETING IN GAINESVILLE

The Commission agreed to appoint a committee of four commissioners to hold a public hearing in Gainesville concerning the Latin American book collection housed in the University of Florida Library. Officials at the University of Florida are planning to merge the aforementioned collection with the main library. Commissioners commented on how, if this were to take place, it would take away the essence of the collection. The collection would perhaps no longer be expanded since it will be more difficult to keep track of the books and senior positions in this area would be lost. The commissioners who will be attending the public hearing in Gainesville are: Frank DeVarona, Celia Fernandez, Pablo Mila, Rene Gonzalez.

MEETING WITH BROWARD COUNTY COMMISSION

The Broward County Commission has announced that it is ready to meet with the Commission with respect to Hispanic employment in Broward County. An appointed committee will meet with the Broward County Commission and review the statistics offered. The committee will be composed by Commissioners Pablo Mila, Ralph Borras, Ivette de Arteaga Morgan and Chairman Rafael Penalver; a tentative date for the meeting was set for September 9. Executive Director Angel T. Gonzalez will coordinate the meeting.

There followed a general discussion.

RESEARCH STUDY ON HISPANIC CONTRIBUTIONS TO AMERICAN HISTORY - FRANK DE VARONA.

Commissioner Frank DeVarona reported that major Hispanic historical figures are very rarely mentioned in American history textbooks. He added that these figures, as well as events, should be included in the educational system and there is no reason for deletion of such. He explained that he plans to pursue a study and finally introduce a book of articles which may be distributed as a supplement in the educational system in Dade County and eventually nationwide.

Ivette de Arteaga Morgan moved for the continuance of this study. Ralph Borras seconded.

Commissioner Rene Gonzalez recommended Frank DeVarona contact other national organizations on this issue.

The resolution on the floor regarding Mariel refugees and immigration was adopted by the Commission.

The resolution entailed the Commission's support for the amendment to the census that race and culture not be mixed in the same category. Chairman Rafael Penalver also proposed that the Commission request a formal meeting with the Chairman of the Department of Immigration, Speaker of the House, Tip O'Neal, the Chairman of the Census Bureau and the President of the United States to discuss the Mariel refugees issue and immigration.

Commissioner Ivette de Arteaga Morgan recommended the issue concerning Nicaraguans be included as well.

There followed a general discussion.

Commissioner Ivette de Arteaga Morgan recommended the Commission contact LULAC, LA RAZA and ASPIRA national organizations and seek their support on the issue of the Mariel refugees.

Resolution-motion by Frank DeVarona. Seconded by Robert DeVarona.

San Carlos Institute in Key West

The Legislature has appropriated one million dollars for the restoration of the San Carlos Institute. Currently the process being followed is to put out a public bid for suggestions to restore the institute as a Cuban-American cultural center. However, one million dollars will only cover the initial restoration, the remodelation of the theatre will not be covered. Resolution adopted. Mercy DiMaio moved that the Commission seek funding for the completion of the restoration of the San Carlos Institute.

Seconded by

NEW BUSINESS

Commission elections will be held during the regular meeting of September 19th in Fort Myers, Florida.

NEXT MEETING DATE AND LOCATION

The next meeting of the Commission will be held in Fort Myers on Friday, September 19. A public hearing will be held the following day, Saturday, September 20.

ADJOURNMENT

There being no further business, the meeting was adjourned at approximately 10:20 p.m.

AG/nkc

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301 #047

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

September 19, 1986

Ft. Myers, Florida

AGENDA

I. Call to Order

II. Roll Call

III. Declaration of Quorum

IV. San Carlos Institute - Update

V. Freedom Tower-Discussion

VI. Broward County Commission Meeting - Report

VII. Work Plan for Last Quarter of 1986

VIII. Commission's Annual Elections

IX. New Business

X. Next Meeting Date and Location

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STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301 (904)

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

PUBLIC HEARING

September 20, 1986

Ft. Myers, Florida

AGENDA

I. Call to Order

II. Introductory Remarks

III. Invited Speakers

Mr. C. T. Clagett
Senior Personnel Manager
Department of Health & Rehabilitative Services(HRS)
District 8
Ft. Myers

Mr. Robert Ritz
Deputy District Administrator
District 8, HRS
Ft. Myers

Ms. Carol Hall
Operations Management Consultant
and
Equal Employment Opportunity Affirmative Coordinator
District 8, HRS
Ft. Myers

Ms. Judy Stephens
Regional Manager for
Division of Labor Employment and Training
Department of Labor and Employment Security
Ft. Myers

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AGENDA
(continued)

Mr. Tim Navares
Job Service Office Manager
Department of Labor and Employment Security
Immokalee

Mr. Ed Galvan
Job Service Office
Department of Labor and Employment Security
Immokalee

Mr. Paul Worthington
Superintendent
Hendry Correctional Institution
Department of Corrections

Mr. John Getchell
Personnel Manager
Hendry Correctional Institution
Department of Corrections

Mr. Harry Nolan
Chief Correctional Officer
Department of Corrections
Ft. Myers

Mr. Ray Bocknor
Correctional Probation Administrator
Department of Corrections
Ft. Myers

IV. Closing Remarks

V. Adjournment

ATG/nkc

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301-8047

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

REGULAR MEETING

Summary of the Commission's regular meeting held in Fort Myers, Florida on September 19, 1986 at 7:10 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Pablo Mila, Rene Gonzalez, Ivette Arteaga Morgan, Luis Rincon, Robert DeVarona, Felipe Fernandez, Victor Gonzalez, Ralph Borras, Frank DeVarona.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

Chairman Rafael Penalver welcomed the public present and proceeded to introduce the members of the Commission. The chairman stated that the Commission is concerned with particular problems facing the Hispanic community and one of its functions is to present those problems to the appropriate state agencies in Tallahassee, in an effort to assist the Hispanic community in our State. He added that the Commission's main topic for the current year is the under representation of Hispanics in the State work force.

INVITED SPEAKERS

Rosy de Merle, Freelance Reporter, Political and Civil Activist from the Village of Biscayne Park.

Ms. de Merle provided a brief account of her experience with the Police Department of the Village of Biscayne Park. She claimed she was subjected to discrimination by the local authorities and in trying to uncover the cause for this behavior she was discriminated against due to her Hispanic background. She added that she had drawn this conclusion partly due to the fact that during one of her telephone conversations with the commissioner of Police, he had stated that she should move out of the neighborhood because of her background. Ms. de Merle stated that she received a letter from the Biscayne Park Police Department informing her that they

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would no longer protect her as a resident of the Village of Biscayne Park and would no longer take action against her civil complaints either. She attempted to place a complaint about four weeks ago and when she arrived to the Village of Biscayne Park police station the Chief of Police instructed her to leave and added that they would no longer be accepting complaints from her.

Commissioner Robert DeVarona stated that the only course of action would be to appeal to the State Attorney. The Commission could prepare a letter addressed to Janet Reno asking her to look into the matter.

Commissioner Felipe Fernandez added that it might be a good idea to contact the civil rights attorney from the Department of Human Relations in Tallahassee.

Chairman Rafael Penalver spoke of the scope of the jurisdiction of the Commission and how it is questionable on this particular topic. He added that the Commission should exercise caution in adopting a letter which draws any conclusions. What could be done is mail letters to the two aforementioned state agencies without adopting and conclusion, simply relating the discussion which took place. Chairman Rafael Penalver asked Ms. de Merle to provide the Commission with a summary of the events and the Commission will attach it to a letter expressing that this lady has approached the Commission with fear that she had been a victim of discrimination due to her Hispanic background.

Commissioner Victor Gonzalez moved that the Commission accept the allegations Ms. Merle mentioned and that the Commission forward a letter to the aforementioned State agencies. The Commission will also enclose a statement to the State agencies informing them that Ms. de Merle came before the Commission to present her case, and eventhough the Commission has no jurisdiction, it would appreciate it if this matter could be investigated. The Mayor of the Village of Biscayne Park should receive a copy of this letter.

Commissioner Ralph Borras seconded the motion. The motion was adopted by voice vote.

Dr. Fernando Soto, President of the Cuban Confederation of Professionals.

Dr. Soto provided a brief background on the nature of the Cuban Confederation of Professionals. He explained that they represent all the Cuban professionals nationwide and make up eight "colegios" or Professional Associations of the different professions. Dr. Soto asked the Commission's support to recommend changes in laws 123 regarding the eligibility of foreign professionals to take the certification exam. The main change Dr. Soto is requesting is that the word "or" be introduced as replacement for the word "and" in the law.
Commissioner Frank DeVarona moved that the Commission inform the 1987 legislature about this request.

Pablo Mila seconded the motion. The motion was adopted by voice vote.

Dr. Roberto Rodriquez, President Emeritus of the American Dental Association.

Dr. Rodriquez thanked the Commission for its support and provided additional remarks.

There followed a general discussion.

Chairman Rafael Penalver informed the Commissioners of his meeting with Governor Bob Graham who at which time expressed his interest in having the Commission become involved with efforts to preserve the Freedom Tower in Miami. The Commission added that a consensus must be adopted as to whether the Commission should get involved in this project and the steps to be taken. The Chairman stated that the cost for acquiring and restoring the building would be high, considering the asking price for the building is above its appraised value and that the structure is extremely deteriorated and it would be difficult to meet the funds necessary.

Commissioner Ivette Arteaga de Morgan pointed out that there is a shared consensus, even among Hispanic legislators, that no vote will be cast in support of any of the tax payer's money being allocated to the acquisition and restoration of the Freedom Tower. She added that if the Hispanic Commission adopts the idea that the restoration of the Freedom Tower is going to be based on Cuban symbolism, it will not accomplish much. The type of approach that the Commission should take is that of a combination of Cuban symbolism, historical significance, and architectural preservation.

The members of the Commission responded to this proposition in an affirmative manner and agreed to act as a catalyst and schedule a meeting to make further plans as to what can be accomplished to save the Freedom Tower.

Commissioner Robert DeVarona moved that the Commission adopt the Freedom Tower project.

Commissioner Ivette Arteaga Morgan seconded the motion.

SAN CARLOS UPDATE

The Chairman reported on the status of the restoration project. He stated that an open architectural invitation would take place in Key West, Saturday the 27th of September. The invitation will be open to all architects and/or architectural firms interested in participating in the San Carlos project. The Historic Key West Preservation Board will be sponsoring a tour of the structure and will accept letters of interest up until October 3rd.

BROWARD COUNTY COMMISSION MEETING UPDATE

Chairman Rafael Penalver and Commissioners Pablo Mila and Ralph Borras appeared before the Broward County Commission on behalf of the Hispanic Commission. Commissioner Ralph Borras reported that the turnout of the meeting had been very positive. He added that the Broward County Commissioners were very interested in the presentation the Hispanic Commission made. Commissioner Ralph Borras also offered his services to the County Commission to promote employment from his offices.

Chairman Penalver added that some of the commissioners were very sympathetic, however, he was not expecting the type of response they received from the media. A letter was received from Carmen Diaz of El Heraldo de Broward, complaining that she was not made aware of the meeting. Commissioner Ralph Borras suggested the Commission send a letter to El Heraldo de Broward in an attempt to clarify the misunderstanding and to explain the role of the Commission. Ivette Arteaga Morgan moved for the aforementioned letter be prepared. Frank DeVarona seconded the motion and it was approved by voice vote.

GAINESVILLE MEETING

Commissioner Luis Rincon recommended that Chairman Rafael Penalver reconsider remaining as Chairman of the Commission. Commissioner Rincon added that with the upcoming Sunset Review, the Commission will need as much help and support as possible.

The Chairman indicated it is counterproductive to have the same individual serve for so many years and that the chairmanship is a position which has demanded much of his time. He also stated that this was his position unless the Commission members agreed to retain him as Chairman.

Commissioner Frank DeVarona expressed his sentiment on the matter by stating that he supports the statements made by Commissioner Luis Rincon. He indicated that this is a very crucial time for the Commission and would like to for Rafael Penalver to remain as chairman for one more year.

Commissioner Victor Gonzalez spoke about the time chairman Penalver had dedicated to the Commission and agreed with prior statements that there are difficult times ahead for the Commission. He also agreed that it would be difficult to change the chairmanship at this point in time.

Commissioner Rene Gonzalez moved that the floor be opened for nominations.

Commissioner Pablo Mila seconded the motion. Approved by voice vote.

Commissioner Luis Rincon moved that Chairman Rafael Penalver continue serving. Commissioner Ivette Arteaga Morgan seconded the motion. Rafael Penalver was reelected as chairman.

FOR THE OFFICE OF VICE-CHAIRMAN

Commissioner Pablo Mila nominated Ivette Arteaga as Vice-Chairperson. Commissioner Luis Rincon seconded the nomination. Ivette Arteaga Morgan was elected as Vice-Chairperson.

FOR THE OFFICE OF SECRETARY

Commissioner Robert DeVarona moved that Frank DeVarona as Secretary. Commissioner Rene Gonzalez seconded the nomination. Frank DeVarona was elected as Secretary.

FOR THE OFFICE OF TREASURER

Commissioner Victor Gonzalez nominated that Robert DeVarona as. Treasurer. Frank DeVarona seconded the nomination. Robert DeVarona was elected as Treasurer.

FOR THE OFFICE OF PARLIAMENTARIAN

Commissioner Ralph Borras nomination that Rene Gonzalez be elected as Parliamentarian. Commissioner Ivette Arteaga Morgan seconded the nomination. Rene Gonzalez was elected as Parliamentarian.

Decision was made to continue the meeting the following morning.

PUBLIC HEARING

The Public Hearing held by the Commission of Hispanic Affairs was called to order at 9:15. a.m.

INTRODUCTION

Vice-Chairperson Ivette Arteaga Morgan welcomed the audience on behalf of the Hispanic Commission and introduced the Commissioners present, Rafael Penalver (Chairman) Ralph Borras, Mercy Dimaio, Frank DeVarona, Victor Gonzalez, Pablo Mila, Luis Rincon, Robert DeVarona, and Felipe Fernandez.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INVITED SPEAKERS

Mr. C. T. Clagget, on behalf of the Department of Administration.

Mr. Clagget explained that the State of Florida is the largest single employer with 1800 job classifications in 25 different agencies in the 67 Florida counties. He proceeded by providing information on the benefits the State of Florida has to offer as an employer. He pointed out the following:

-Career job protection

-Promotional opportunities

-Retirement benefits

He further stated that each agency must list their job vacancies by law; and each position is filled either through promotions and/or new hirees. Mr. Clagget added that the state of Florida system has a specific training and experience requirement established and the minimum requirements are based on the job that is performed within the position. To qualify for a job the applicant must be able to show in his/her application that he/she fulfills the requirements stated.

Ms. Judy Stevens, Regional Manager with Labor and Employment Security, the Division of Labor and Employment Training.

Ms. Stevens introduced a pamphlet entitled "Looking for a job with State Government" which provided information on obtaining a position with State government. She provided a brief background on Job Bank A which is a computerized job listing at the State and Federal level. The Job Bank A system provides all the necessary information a person seeking a position with the State may need. Ms. Stevens proceeded by advising the public to list all types of language skills such as Spanish or Creole. She also encouraged all applicants to make their job search as wide as possible and make themselves available to as many labor markets as possible. She indicated that once the application is completed, Job Bank A is available on a daily basis and is continually updated in every Job Service Office.

Commissioner Frank DeVarona questioned Ms. Stevens concerning the percentage of Hispanics employeed in her division and district as well as statewide. She responded that one hundred percent of the employees in Immokalee are Hispanic and 6.1 percent of the 3,661 employed with her division at the State level are Hispanic. Ms. Stevens also reported on various types of job training programs available.

Mr.C. T. Clagget, Health and Rehabilitative Services (HRS), District 8.

Mr. Clagget stated that HRS currently employs approximately 4000 employees in District 8. He explained that HRS employees are mainly found in two chief institutions in the District. He mentioned that HRS is a human services agency providing a wide variety of positions from physicians to foodservice workers. He added that all vacancies are listed with the job services of the State of Florida and are published in a "job bulletin" which is forwarded to interested individuals and organizations. All vacancies published in the "job bulletin" are held open for a period of 14 days during which time supervisors accept applications.

Mr. Clagget agreed that the application process is at times confusing and difficult. Therefore, in order to aid applicants with this process, a career service employment workshop is being organized . The workshop will be held November 1st in conjunction with the Lee Employment and Training Organization. Mr. Clagget emphasized that the purpose of this workshop is to meet with job seekers, particularly from the Hispanic community and provide an overview of the career service employment process. He also addressed the Hispanic community and requested that all interested in participating were welcome to do so. He proceeded to introduce officials present:

Mr. Robert Ritz, Deputy District Administrator.

Ms. Carol Hall, Operations Management Consultant - Equal Opportunity and Affirmative Action Coordinator.

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Commissioner Frank DeVarona commended Mr. Clagget on organizing the employment workshop and asked him what the percentage of Hispanics employed by HRS was. Mr. Clagget replied that 2.3% Hispanics are registered for employment but did not have additional figures available.

There followed a general discussion.

Mr. Paul Worthington, Superintendent at Hendry Correctional Institution.

Mr. Worthington stated that the Hendry Correctional Institution primarily concentrates on employing security personnel.

He added that the Institution currently holds 223 inmates of which 15-20 percent are Hispanic. For this reason the Institution has a high demand for Hispanic employees. He explained that of the 320 employees a large majority are correctional officers but positions range from medical to social service of which 10% are Hispanic. He mentioned that the vocational training program for the inmates is limited. However, their English as a Second Language program is extensive.

Mr. Ray Bocknor, Circuit Administrator of the 20th Judicial Circuit, Department of Corrections.

Mr. Bocknor explained that he mainly worked with major incarceration functions and probation/parole services. Statewide there are approximately 70 thousand individuals under probationary or parole supervision. He mentioned that their total professional staff is 47 of which none are Hispanic and 16 clerical of which two are Hispanic.

Commissioner Ivette Arteaga Morgan requested statistics at the regional and State levels.

Ms. Margean Berry, Migrant Program, Immokalee, Florida.

Ms. Berry briefly mentioned that there seems to be a movement in Florida to disband adult education. She stated that it is our responsibility to continue this program.

Commissioner Frank DeVarona expressed his support for this effort.

NEXT MEETING DATE AND LOCATION

The Commission agreed to meet in Miami on October 29, 1986.

ADJOURNMENT

The hearing adjourned at 11:30 a.m.

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STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE 32301 904

BOB GRAHAM
GOVERNOR

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

PUBLIC HEARING AND REGULAR MEETING

October 29, 1986

Miami, Florida

AGENDA

PUBLIC HEARING

I.. Call to Order

II. Introductory Remarks

III. Invited Speakers

Ms. Janice Bragg
Personnel Program Supervisor
State Employment Assistance
Department of Administration
Tallahassee, Florida

Mr. Don Page
Chief
Bureau of Personnel
Department of Natural Resources
Tallahassee, Florida

Mr. Mike Martinez
Special Agent Supervisor
Florida Department of Law Enforcement
Tallahassee, Florida

Mr. Ruben Gonzalez
Recruiting Officer
Florida Highway Patrol
Miami, Florida

IV. Adjournment

REGULAR MEETING

I. Call to Order

II. Roll Call

III. Declaration of Quorum

IV. San Carlos Institute-Update

V. Latin American Library Collection-Report

VII. Freedom Tower - General Discussion

VI. Treasurer's Report

VIII. New Business

IX. Next Meeting Date and Location

X. Adjournment

STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE 32301 904*

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

PUBLIC HEARING

Summary of the Public Hearing held by the Commission in Miami on October 29, 1986 at 6:50 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Victor Gonzalez, Celia Fernandez, Mercy Di Maio, Luis Rincon, Ivette Morgan, Pablo Mila, Robert DeVarona, Frank DeVarona, Rene Gonzalez, Ralph Borras.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

The Chairman provided general information on the Commission's goals and objectives. He stated that the Commission was the only official bilingual commission in the State. He added that for this reason the Commission was able to conduct its meetings in Spanish or English for the purpose of reaching out and serving the State's Hispanic community . He reported that the Commission had been founded in 1976 by the State's Legislature and that had received a great deal of support from Governor Ruben Askew at the time. He added that Governor Bob Graham had also been extremely supportive of the Commission since elected in 1978 and had come to its rescue in 1983 when the funding was cut off by the Legislature. The Chairman also reported that the Commission was operating with a budget of $25,000 a year, which is used primarily to cover the travel expenses of the members.

INVITED SPEAKERS

Janice Bragg, Personnel Program Supervisor, State Employment Assistance, Department of Administration.

Ms. Bragg reported on the Department of Administration's (DOA) role in certifying applicants for positions with the State. There are over 100,000 persons employed in over 1800 different kinds of jobs. These people are employed in about 26 different State agencies in Florida. She then reported on the benefits available. These were:

- o job protection.
- o comprehensive benefit program of insurance.
- o time off.
- o educational program.
- o promotional opportunities, and
- o retirement.

Ms. Bragg provided information concerning the availability of State jobs throughout Florida. The primary source is the local Job Service offices which is part of the Department of Labor and Employment Security. The State agencies also provide the same information. Their offices are located throughout the State. The applicant may find a list of vacancies at these offices. The class specifications describe the 1800 jobs that an individual may apply for and give information as to the example of jobs performed and the minimum educational and experience required.

Ms. Bragg pointed out that each State agency must list their job vacancies with the local Job Service Office. Each vacancy must be listed for 14 days. All applications must be submitted within the 14 day time period specified. An agency can not fill the position before the 14 day period has expired and they have screened, considered and interviewed a number of applicants. The determination to hire a candidate is based on the experience and education he or she may present.

Ms. Bragg also indicated that another important requirement was certification. A person must be determined eligible and certified as eligible for a particular career service job class before they can be considered by an agency. To become certified the applicant may submit his application directly to the agency advertising the vacancies at the local level. He may also mail the completed application to DOA in Tallahassee. In about three weeks the applicant receives a notice in the mail. This will advise him of all the jobs in State Government for which he may qualify. There are no tests in the career service any longer except for law enforcement classes and typing positions. Once an application is submitted to DOA in Tallahassee the name of the applicant is placed in a register, which is a listing of eligible applicants for a particular job classification. The name will remain on the register for about 18 months. Applicants should check back with the agency they are interested in periodically (on a weekly basis) and the Job Service of Florida Office. The applicant should also make xerox copies of the application before signing it and dating it. This way each time a vacancy occurs is possible to submit copies of this application. The copies may be submitted then with a copy of the eligibility notice attached to the agency which has a vacancy.

There followed a general discussion.

The Chairman suggested that the Commission should consider adopting a resolution asking DOA to take out in the Hispanic media an couple of full page adds which would present step by step how an individual would go about submitting an application and becoming certified eligible . The Commission should also recommend that the State advertise its vacancies more frequently in the Hispanic media.

Don Page, Chief Bureau of Personnel, Department of Natural Resources.

Mr. Page provided general information on the employment practices of the Department of Natural Resources, (DNR). He stated that the Department is in the top 10 of all State agencies. Of the 1800 job classes which the State utilizes, the Department employs 175. He indicated that DNR is underrepresented not only in number of Hispanics, but other minorities as well. Strides have been made in increasing the number of females employed . But the Department has not done as well overall. DNR, however, does have an affirmative action plan as required by law. But does not call for quotas. Mr. Page indicated that the problem is one of education. The State system is unique and the general population does not understand how to go about finding a job with the State. People do not have the information to apply for a job.

DNR utilizes the same system which is consistant with the law in the State. The positions are advertised for a minimum or 14 days. The Department has a list of agencies they send job announcements to. DNR also sends job announcements to people who are interested in receiving the information. The Department does offer positions in every county in the State. However, it has very small facilities as a rule. DNR has centralized personnel offices but not a great number of personnel devoted to recruitment. The Department relies on local supervisors when it needs to fill positions to a large extent. Other agencies devote more resources to recruiting in the form of money and manpower.

Mr. Page also pointed out that the Department was interested in any recommendation or advise the Hispanic Commission could provide regarding the number of Hispanics employed with the State government. DNR would like to increase the number in the Department and feels that as more people apply they would receive positions. However, The Department needs the contacts in the Hispanic community to which they can get the information to. Mr. Page reported, that approximately 3% of the total number of employees in DNR are Hispanic.

Mike Martinez, Special Agent Supervisor, Florida Department of Law Enforcement.

Mr. Martinez reported that the Florida Department of Law Enforcement, (FDLE) is a multifaceted State investigative agency. Approximately 30% of the personnel are sworned officers. The rest, 70%, is made up of support personnel (clerical support , lab technicians, radio dispatchers, etc.) The Department was established in 1967 as a State police. It is a Department within itself. There are 5 divisions: The Division of Criminal Investigations, The Department of Local Enforcement Assistance, Criminal Justice, Criminal Justice Standard and Training, and the Division of Administration and Staff Services. There are 4 operation centers in the State, they are in Tallahassee, Jacksonville, Tampa and Miami. The Department also has 5 regional laboratories in the State.

The present Hispanic representation in FDLE is approximately 3.3% statewide. In the City of Miami out of 31 agents, 11 are Hispanic. In Dade County, out of a total of 40 to 45 agents, 20 are Hispanic. Mr. Martinez stated that there is a high turnover rate in the Department because it has to compete with The City Miami, The City of Hialeah and Dade County. However, the Department does not have a high turnover rate among its sworned officers.

Mr. Ruben Gonzalez, Recruiting Officer, Florida Highway Patrol.

Mr. Gonzalez spoke about the recruiting program at the Florida Highway Patrol. He stated that the applicants must follow certain requirements before applying for positions in the Deparment. The requirements are: the applicant must be 19 years of age or older, must have a high school diploma, be a U.S. citizen, have one year of law enforcement experience or 2 years of military service or 2 years of public contact. Once he is excepted, the applicant will attend the academy for 19 weeks in Tallahassee. However, once they graduate, there is no assurance that they will be given a job in their home town. This could be an important factor in determining why not many Hispanic applicants apply for positions. At present there are 53 Hispanic males within the Department and 6 Hispanic females. Statewide there are approximately 1000 troopers. The starting salary of a highway patrol officer is $19,000 in Dade County. However, in other parts of the State is $14,000.

Ruben Gonzalez also reported that the Department has become more involved with the Hispanic community in Dade County. Many of its members attend public events in the Community in order to help in the recruiting efforts. Public safety announcements are also being used in Spanish. The Department is trying to attract more Hispanic applicants at the present time.

The public hearing adjourned at approximately 8:30 p.m.

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REGULAR MEETING

Summary of the Commission's Regular Meeting held in Miami on October 29, 1986, at 8:45 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Victor Gonzalez, Celia Fernandez, Mercy DiMaio, Luis Rincon, Ivette Morgan, Pablo Mila, Robert DeVarona, Frank DeVarona, Rene Gonzalez, Ralph Borras.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

SAN CARLOS INSTITUTE

The Chairman reported on a press conference which was held at the offices of the Cuban American National Foundation for the purpose of presenting the $1 million dollars for restoration of the San Carlos Institute in Key West. He indicated that Governor Graham was present at this conference along with Secretary of State George Firestone. He pointed out that the Secretary of State's Office had appointed Mr. Manny Ponce as Special Liaison for the project. The Chairman stated that the architectural firms which will be considered for the project had been selected. Four had been chosen but only one will be selected to restore the building. The funds for the project have already been transferred to the Republic Bank in Miami. Before the project begins, however, the old San Carlos Institute, Inc. must complete its legal dissolution.

Frank DeVarona expressed his concern about the members of the Commission not having been invited to the press conference at the Cuban American National Foundation.

The Chairman indicated that this press conference had been set only a few days before and that there had not been enough time to program for the members to attend.

Angel Gonzalez stated that the meeting had been organized by the Cuban American National Foundation and that he had received information on the meeting only two days before in the form of an invitation.

Ivette Morgan expressed that an emergency communication system was needed. She recommended that a telephone bank be formed by which commissioners may communicate with one another when emergency situations arise.

Commissioner Morgan then moved that a telephone bank be created.

Frank DeVarona seconded the motion.

It was approved by voice vote.

TREASURER'S REPORT

Robert DeVarona reported that the Commission had three separate accounts. One of the accounts, an interest earning account, at the Hemisphere Bank in Miami, had a balance of $377.39 as of September 30, 1986. Another account at the same bank had a balance of $24,206.84. These funds have been left over from previous years. There is also a balance of 23,778.41 from the $25,000 appropriated by the legislature in 1986. This gives the Commission a total of $48,362.64.

LATIN AMERICAN LIBRARY COLLECTION

The Chairman reported on a public hearing held at the University of Florida, in Gainesville, by the committee created to study allegations that the Latin American Library Collection was going to be integrated with the main body of the library at this institution. The committee was made up of the following Commissioners, Rafael Penalver, Frank DeVarona, Celia Fernandez and Pablo Mila.

Frank DeVarona reported that this had been a very productive and informative meeting for the Commission. He stated that Ms. Rosa Mesa, Head Librarian for the Latin American Collection, had attended this meeting. Other retired head librarians were also present along with the former Director for the Center of Latin American Studies. They all testified that separating the books from the Collection would be very negative to the students and professors doing research in Latin American Studies.

The Chairman then read a letter from Ms. Dale Canelas, Director of the Center for Latin American Studies. In this letter Ms. Canelas indicated that the proposal to integrate the Collection had been withdrawn. The Chairman pointed out that this decision to withdraw the proposal had been as a result of the Commission's hearing in Gainesville.

Ivette Morgan moved that a letter be written to Mr. and Mrs. Hospital, thanking them for bringing this matter to the Commission's attention.

Rene Gonzalez seconded the motion.

It was approved by voice vote.

The Chairman recommended that the Commission adopt a resolution in favor of increasing funding for the Latin American Collection. The Commission would present this resolution to the State Legislature during the next legislative session.

Then followed a general discussion.

NEW BUSINESS

Mr. Victor Pinzon, U.S. Citizen born in Colombia addressed the Commission concerning judicial tyranny being experienced by citizens of the U.S. and U.S. residents. He indicated that because of the way the judicial system is operating he considers himself one of the victims, as he has been forced to defend himself and his wife and his pleas have been denied by certain circuit court officials. He asked for the Commission's assistance in bringing about justice.

NEXT MEETING DATE AND LOCATION

It was decided that the next meeting of the Commission would be in Tallahassee in November when the Legislature meets for its reorganizational meeting.

ADJOURNMENT

There being no further business, the meeting adjourned at 9:55 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE 32301 8047

BOB GRAHAM
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

PUBLIC HEARING AND REGULAR MEETING

December 9, 1986

Tampa, Florida

AGENDA

PUBLIC HEARING

I. Call to Order

II. Introductory Remarks

III. Invited Speakers

Ms. Janice Bragg
Personnel Program Supervisor
State Employment Assistance
Department of Administration
Tallahassee, Florida

Mr. Al Webber
District Personnel Manager
Department of Transportation
Bartow, Florida

Mr. Bill Stanley
Senior Personnel Manager
District 6
Department of Health and Rehabilitative Services
Tampa, Florida

Mr. Bob Hinson
Regional Personnel Manager
Department of Corrections, Region 5
Tampa, Florida

Mr. Robert Smith
Regional Manager
Department of Labor and Employment Security
Tampa, Florida

IV. Closing Remarks

V. Adjournment

An Affirmative Action/Equal Opportunity Employer

REGULAR MEETING

I. Call to Order

II. Roll Call

III. Declaration of Quorum

IV. Reorganization of Hispanic Commission

V. Review of Commission by Senate Committee on Governmental Operations

VI. New Business

VII. Open Forum

VIII. Next Meeting Date and Location

IX. Adjournment

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STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE 32301 8047

BOB GRAHAM
GOVERNOR

PUBLIC HEARING

Summary of the Public Hearing held by the Commission in Tampa, Florida on December 9, 1986 at 2:25 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Gabriel Cazares, Pablo Mila, Celia Fernandez, Frank DeVarona, Ivette Arteaga Morgan.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

Due to the Chairman's delay, Commissioner Gabe Cazares introduced the members of the Commission and mentioned that the Commission is made up of representatives from different Hispanic communities throughout the State. He stated that all the Commissioners have one mutual concern and that is for the advancement of the Hispanic culture in Florida. He further stated that the Hispanic population comprises about 13% of the population in the State of Florida and that the employment of Hispanics in the State is not commensurate with the percentage of Hispanic residents.

Janice Bragg, Personnel Program Supervisor, State Employment Assistance, Department of Administration.

Ms. Bragg expressed to the Commission how pleased she was to join the Commission in this endeavor. She stated that she had joined the Commission in the public hearings held throughout the State and had received much beneficial information and insight as a result. She mentioned that this project has given her the opportunity to spread the word in terms of the following:

1. The State would like for Hispanics to apply for employment and that the State is very committed to this project.

2. Has given them an opportunity to share vital information and that they are undertaking steps such as creating informational literature that will be disseminated widely.

An Affirmative Action/Equal Opportunity Employer

Ms. Bragg took this opportunity to thank the representatives from various agencies for their support in this project. She further explained that DOA receives thousands of applications from throughout the State. These applications are reviewed by a staff of analysts who determine which jobs in career service the applicant is qualified for based on their training and experience. This information is placed in the computer and made available to State agencies.

Ms. Bragg pointed out that the applications that she has made available at the meetings of the Hispanic Commission are coded in order to speed up the process. She added that the application return rate is increasing and she is expecting it to increase even more. She explained that the more clearly detailed the application, the more job titles a person can be certified eligible for. Finally, she mentioned that it is up to the specific agency to screen and interview the applicant.

A general discussion followed.

Al Weber, District Personnel Manager for DOT, District 1.

Mr. Weber explained that there are presently 96 vacancies within his District. He stated that they currently have 1600 employees holding jobs from roadway design to traffic intersection modification and signal system. He stated that they are principally an engineering organization. The pay scale, he said, range from minimum wage to $64,000 per year. He indicated that their recruiter who also recruits for District 5 deals primarily with minority recruiting. Mr. Weber encouraged all those present who would be interested in working in DOT to see him.

A general discussion followed.

Bob Hinson, Department of Corrections, Regional Personnel Manager, Region 5.

Mr. Hinson introduced two of his assistants, Mr. Sterling Staggard and Mr. Ariel Alvarez. Mr. Hinson stated that the Department of Corrections is a statewide agency with 13,000 positions from Pensacola to Key West, with it's central office located in Tallahassee. The Department is split in five geographical areas covering basically the five judicial circuits in the State of Florida. Mr. Hinson added that there are 2,400 positions in his region ranging from secretarial clerk typist to correctional officer. They also have professional positions with concentrations in the medical field.

Sterling Staggard, Superintendent, Pasco County Correction Facility.

Mr. Staggard reported that there are currently 152 positions and 7% of those employed in these positions are Hispanics. The positions range from medical technicians to Chief Health Officer.

Ariel Alvarez, Administrator of Probation and Parole Services, Hillsboro County.

Mr. Alvarez explained that of the 208 employees under his supervision, 22% are Hispanic. He stated that of the professional staff, over 100 are correctional officers. However, the positions available do include clerical as well as professional. Mr. Alvarez addressed the students present and pointed out that entry positions do not require experience, and at the professional level they only require a college degree.

A general discussion followed.

Jessie Miesch, on behalf of Bill Stanley, Department of Health and Rehabilitative Services, District 6.

Ms. Miesch stated that HRS is comprised of eleven districts in the State. With the Central Office being located in Tallahassee. She stated that the individual districts have their own recruiting practices. She explained that applications for positions in her particular district must flow through the Tampa offices but are not allowed to actually process the application. She stated that it is crucial that applications be dated due to deadlines for specific positions. Ms. Miesch explained that she truly believes people need to be educated on how to go about seeking and obtaining employment with the State. She asked of applicants to please follow up because any application kept for more than 6 months is considered out dated. She stated that currently her district has 2700 employees of which 1.3% are Hispanic males and 4.6% are Hispanic females.

A general discussion followed.

Robert Smith, Regional Manager, Department of Labor and Employment Security, District 4.

Mr. Smith explained that the main goal of DOL is to provide people with employment. He stated that DOL sponsors a public information series on local television where they encourage people to go to the Job Service offices and apply for employment. He stated that DOL offers examples of the types of positions available at a given time. However, he does not consider this as active recruitment. Mr. Smith stated that of the 230 authorized positions in his district, 218 are filled and of which 8.2% are Hispanic.

A general discussion followed.

REGULAR MEETING

Summary of the Commission's Regular Meeting held in Tampa, December 9, 1986 at 4:35 p.m.

COMMISSIONERS PRESENT

Rafael Penalver (Chairman), Gabriel Cazares, Pablo Mila, Celia Fernandez, Frank DeVarona, Ivette Arteaga Morgan.

STAFF PRESENT

Angel T. Gonzalez, Executive Director.

INTRODUCTION

Chairman Rafael Penalver introduced Dr. Conde Otero.

Dr. Conde Otero

Mr. Otero expressed to the Commission his concern regarding the restoration of the Circulo Cubano in Tampa. He stated that he could not help noticing that the restoration has been stopped and he would like for it to continue.

Chairman Penalver stated that the Commission has not been involved in this project since the passage of the Bill which appropriated $250,000 to the restoration of the aforementioned structure.

Ventura Perot, First Vice President of the Circulo Cubano in Tampa.

Mr. Perot stated that the first thing a Cuban person or Hispanic should do upon his arrival in Tampa is to become a member of the Circulo Cubano. It is very important to belong because in this manner, Cuban unity is preserved. Mr. Perot stated that construction of at the Circulo Cubano was underway. He mentioned that recently, there had been new chairs and new carpeting put in.

A general discussion followed.

Chairman Penalver suggested the Circulo Cubano should be open to everyone who would like to go and suggested for the Commission to hold a public hearing there in the near future.

There was general agreement on this suggestion.

Cuban Political Prisoner

Commissioner Celia Fernandez requested that the Commission send a letter in support of a political prisoner in Cuba. She stated that this prisoner has five more years of sentence but his family would like to see him set free as soon as possible, and letters might help. Chairman Penalver offered to write a personal letter and sign it as chairman of the Commission.

SUNSET REVIEW

Chairman Penalver addressed the Commission and stated that in accordance with the Sunset Review, the Hispanic Commission is scheduled to go out of existence October 1, 1987. He stated that according to Sunset Review, existence of the Commission must be justified with regards to the benefit of the people of Florida.

Clint Smawley, Legislative Analyst for the Senate Governmental Operations Committee.

Mr. Smawley stated that the Sunset Review process involves analyzing whether or not there is a need which caused the Commission or Council to still exist. And whether or not that Commission or Council has been effectively addressing this need in the past. Chairman Rafael Penalver informed the Commission that the Senate has recommended the continuation of the Hispanic Commission. However, there have been certain changes established by the Senate which the Chairman would like to review with the Commissioners. The changes are as follows:

-The word "Commission" will be substituted by the word "Council" to read The Florida Council of Hispanic Affairs.

-An addition was made; " for the purpose of advising the Governor and the legislature in matters concerning Florida citizens of Hispanic origin".

-The authority of the Commission to employ an Executive Director or such other personnel would be removed.

-The authority to subpoena, unless it is with prior consent and approval of the Governor, would be removed.

-There will be changes in the wording from "predominately Spanish speaking to "Hispanic origin".

A general discussion followed.

Mr. Smawley stated that his Committee is charged with the duty of making sure that all Commissions and Councils are correctly titled according to their specific roles. Mr. Smawley proceeded to pass around a two-page summary of the differences between a Commission and a Advisory Council or Council. He explained that a Commission is to adjudicate or legislate, and cited examples of such instances. Councils he said, acquire input from the private sector and in turn inform the State government. The main role councils serve is a partnership between the private sector and the public sector. He also emphasized that a Council is no less than a Commission. He stated that a Commission performs adjudicatory, quasi legislative, quasi judicial functions to carry out their objectives. The Hispanic Commission, he said, does not have this responsibility. The Hispanic Commission falls in the definition of Council more than Commission and this is why the change has been made.

A general discussion followed.

Mr. Smawley suggested the Commission review the changes and perhaps make certain suggestions and mail it to him in Tallahassee before the Holiday Season.

Chairman Penalver called for a special meeting before the end of the month, to be held in Miami.

The meeting adjourned at 6:45 p.m.

APPENDIX A

DEPARTMENTS OF THE STATE OF FLORIDA

TOTAL NUMBER OF EMPLOYEES

BY ETHNIC CATEGORY 1986

	White	Black	Hispanic	Other	Total
Office of the Governor	302	59	3	6	370
Department of Legal Affairs	263	42	4	3	312
Department of Agriculture	2,846	329	30	36	3,241
Department of Banking and Finance	492	110	15	7	624
Department of State	528	138	13	4	683
Department of Insurance	624	152	27	18	821
Department of Education	1,314	401	24	10	1,749
Department of Commerce	237	46	6	4	293
Department of Administration	430	92	3	4	529
Department of Citrus	132	3	0	3	138
Parole and Probation Commission	96	31	0	0	127
Department of Natural Resources	1,546	151	24	37	1,758
Game and Fresh Water Fish Commission	746	18	1	2	767
Department of Highway Safety and Motor Vehicles	3,587	651	152	23	4,413
Department of Revenue	1,007	213	50	24	1,294
Department of General Services	652	392	11	6	1,061
Department of Corrections	8,850	2,243	259	120	11,472
Department of Law Enforcement	804	154	12	7	977
Commission on Ethics	6	3	0	0	9
Department of Military Affairs	148	39	0	1	188

Public Service Commission	278	46	7	2	333
Department of Health and Rehabilitative Services	20,041	11,955	1,668	339	34,003
Department of Professional Regulation	422	91	4	6	523
Department of Environmental Regulation	867	53	14	38	972
Department of Transportation	6,534	1,452	310	265	8,561
Department of Labor and Employment Security	2,407	1,023	194	27	3,651
Department of Business Regulation	543	77	46	8	674
Department of Community Affairs	241	48	9	6	304
Grand Totals	55,943	20,012	2,886	1,006	79,847

DEPARTMENTS OF THE STATE OF FLORIDA

PERCENTAGE OF EMPLOYMENT

BY ETHNIC CATEGORY 1986

	White	Black	Hispanic	Other	Total
Office of the Governor	81.6	16.0	0.8	1.6	100.0
Department of Legal Affairs	84.3	13.4	1.3	0.9	100.0
Department of Agriculture	87.8	10.1	0.9	1.1	100.0
Department of Banking and Finance	78.9	17.6	2.4	1.1	100.0
Department of State	77.3	20.2	1.9	0.5	100.0
Department of Insurance	76.0	18.6	3.3	2.2	100.0
Department of Education	75.1	22.9	1.3	0.5	100.0
Department of Commerce	80.9	15.7	2.0	1.3	100.0
Department of Administration	81.3	17.4	0.6	0.8	100.0
Department of Citrus	95.6	2.1	0.0	2.1	100.0
Parole and Probation Commission	75.6	24.4	0.0	0.0	100.0
Department of Natural Resources	87.9	8.6	1.4	2.1	100.0
Game and Fresh Water Fish Commission	97.3	2.4	0.1	0.3	100.0
Department of Highway Safety and Motor Vehicles	81.3	14.7	3.5	0.5	100.0
Department of Revenue	77.8	16.5	3.9	1.9	100.0
Department of General Services	61.5	36.9	1.0	0.6	100.0
Department of Corrections	77.2	19.6	2.3	1.0	100.0
Department of Law Enforcement	82.3	15.7	1.2	0.7	100.0
Commission on Ethics	66.6	33.3	0.0	0.0	100.0
Department of Military Affairs	78.7	20.7	0.0	0.5	100.0

Public Service Commission	83.4	13.8	2.1	0.6	100.0
Department of Health and Rehabilitative Services	59.0	35.1	4.9	1.0	100.0
Department of Professional Regulation	80.7	17.4	0.8	1.2	100.0
Department of Environmental Regulation	89.2	5.4	1.4	3.9	100.0
Department of Transportation	76.3	17.0	3.6	3.1	100.0
Department of Labor and Employment Security	65.9	28.0	5.3	0.7	100.0
Department of Business Regulation	80.6	11.5	6.9	1.2	100.0
Department of Community Affairs	79.3	15.8	3.0	2.0	100.0
Percentage Totals	70.0	25.0	3.6	1.2	100.0

DEPARTMENTS OF THE STATE OF FLORIDA

EMPLOYMENT TOTALS IN THE SALARY RANGE OF $16,000 AND OVER

BY ETHNIC CATEGORY 1986

	White	Black	Hispanic	Other	Total
Office of the Governor	228	28	2	6	264
Department of Legal Affairs	178	17	1	1	197
Department of Agriculture	1465	46	14	14	1539
Department of Banking and Finance	387	39	9	4	439
Department of State	238	23	5	0	266
Department of Insurance	458	39	17	10	524
Department of Education	780	91	9	5	885
Department of Commerce	127	13	6	3	149
Department of Administration	252	37	2	1	292
Department of Citrus	96	0	0	3	99
Parole and Probation Commission	63	12	0	0	75
Department of Natural Resources	841	29	4	6	880
Game and Fresh Water Fish Commission	513	3	0	1	517
Department of Highway Safety and Motor Vehicles	1835	167	52	6	2060
Department of Revenue	630	49	31	19	729
Department of General Services	342	14	4	2	362
Department of Corrections	5015	1044	99	66	6224
Department of Law Enforcement	593	62	9	4	668
Commission on Ethics	5	0	0	0	5
Department of Military Affairs	49	3	0	0	52

Public Service Commission	238	22	5	2	267
Department of Health and Rehabilitative Services	9835	2622	596	178	13231
Department of Professional Regulation	224	13	2	2	241
Department of Environmental Regulation	615	13	9	31	668
Department of Transportation	3849	292	167	96	4404
Department of Labor and Employment Security	1395	333	65	15	1808
Department of Business Regulation	367	29	22	5	423
Department of Community Affairs	184	28	7	5	224
Grand Totals	30,802	5,068	1,137	485	37,492

APPENDIX B

(SOURCE: Florida Department of Administration)

STATE OF FLORIDA

OFFICE OF THE GOVERNOR

WORK FORCE 1986

DEPARTMENT: 31 - OFFICE OF THE GOVERNOR

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	0	0	0	0	0	2	0.0	0.0	0.0	0.0	0.0
10,000 - 12,999	2	3	0	0	5	47	4.3	6.4	0.0	0.0	10.6
13,000 - 15,999	2	3	0	0	5	57	3.5	5.3	0.0	0.0	8.8
16,000 - 24,999	20	4	0	2	26	99	20.2	4.0	0.0	2.0	26.3
25,000 PLUS	90	7	2	2	101	165	54.5	4.2	1.2	1.2	61.2
TOTALS:	114	17	2	4	137	370	30.8	4.6	0.5	1.1	37.0

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	0	2	0	0	2	2	0.0	100.0	0.0	0.0	100.0
10,000 - 12,999	33	9	0	0	42	47	70.2	19.1	0.0	0.0	89.4
13,000 - 15,999	37	14	1	0	52	57	64.9	24.6	1.8	0.0	91.2
16,000 - 24,999	58	14	0	1	73	99	58.6	14.1	0.0	1.0	73.7
25,000 PLUS	60	3	0	1	64	165	36.4	1.8	0.0	0.6	38.8
TOTALS:	188	42	1	2	233	370	50.8	11.4	0.3	0.5	63.0

GRAND TOTALS:	302	59	3	6	379		81.6	16.0	0.8	1.6	100.0

STATE OF FLORIDA

DEPARTMENT OF LEGAL AFFAIRS

WORK FORCE 1986

DEPARTMENT: 41 LEGAL AFFAIRS

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	1	0	0	2	2	50.0	50.0	0.0	0.0	100.0
10,000 - 12,999	0	1	0	0	1	69	0.0	1.4	0.0	0.0	1.4
13,000 - 15,999	3	0	1	0	4	44	6.8	0.0	2.3	0.0	9.1
16,000 - 24,999	14	0	0	0	14	59	23.7	0.0	0.0	0.0	23.7
25,000 PLUS	87	4	0	1	92	138	63.0	2.9	0.0	0.7	66.7
TOTALS:	105	6	1	1	113	312	33.7	1.9	0.3	0.3	36.2

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	0	0	0	0	0	2	0.0	0.0	0.0	0.0	0.0
10,000 - 12,999	49	15	2	2	68	69	71.0	21.7	2.9	2.9	98.6
13,000 - 15,999	32	8	0	0	40	44	72.7	18.2	0.0	0.0	90.9
16,000 - 24,999	35	9	1	0	45	59	59.3	15.3	1.7	0.0	76.3
25,000 PLUS	42	4	0	0	46	138	30.4	2.9	0.0	0.0	33.3
TOTALS:	158	36	3	2	199	312	50.6	11.5	1.0	0.6	63.8

GRAND TOTALS:	263	42	4	3	312		84.3	13.4	1.3	0.9	100.0

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STATE OF FLORIDA

DEPARTMENT OF AGRICULTURE

WORK FORCE 1986

DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	37	26	0	0	63	215	17.2	12.1	0.0	0.0	29.3
10,000 - 12,999	286	73	6	2	369	639	44.8	11.4	1.3	0.3	57.7
13,000 - 15,999	575	61	5	10	651	848	67.8	7.2	0.6	1.2	76.8
16,000 - 24,999	1,061	37	10	4	1,112	1,279	83.0	2.9	0.8	0.3	86.9
25,000 PLUS	236	1	0	6	243	260	90.8	0.4	0.0	2.3	93.5
TOTALS:	2,195	198	23	22	2,439	3,241	67.7	6.1	0.7	0.7	75.2

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	109	43	0	0	152	215	50.7	20.0	0.0	0.0	70.7
10,000 - 12,999	211	52	3	4	270	639	33.0	8.1	0.5	0.6	42.3
13,000 - 15,999	163	28	0	6	197	848	19.2	3.3	0.0	0.7	23.2
16,000 - 24,999	153	8	4	2	167	1,279	12.0	0.6	0.3	0.2	13.1
25,000 PLUS	15	0	0	2	17	260	5.8	0.0	0.0	0.6	6.5
TOTALS:	651	131	7	14	803	3,241	20.1	4.0	0.2	0.4	24.8

GRAND TOTALS:	2,846	329	30	36	3,241		87.8	10.1	0.9	1.1	100.0

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STATE OF FLORIDA

DEPARTMENT OF BANKING AND FINANCE

WORK FORCE 1986

DEPARTMENT: 44 - BANKING AND FINANCE

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	3	0	1	5	21	4.8	14.3	0.0	4.8	23.8
10,000 - 12,999	6	7	0	0	13	75	8.0	9.3	0.0	0.0	17.3
13,000 - 15,999	17	1	0	2	20	89	19.1	1.1	0.0	2.2	22.5
16,000 - 24,999	90	16	4	2	112	209	43.1	7.7	1.9	1.0	53.6
25,000 PLUS	163	6	1	2	172	230	70.9	2.6	0.4	0.9	74.8
TOTALS:	277	33	5	7	322	624	44.4	5.3	0.8	1.1	51.6

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	5	11	0	0	16	21	23.8	52.4	0.0	0.0	76.2
10,000 - 12,999	28	29	5	0	62	75	37.3	38.7	6.7	0.0	82.7
13,000 - 15,999	48	20	1	0	69	89	53.9	22.5	1.1	0.0	77.5
16,000 - 24,999	84	10	3	0	97	209	40.2	4.8	1.4	0.0	46.4
25,000 PLUS	50	7	1	0	58	230	21.7	3.0	0.4	0.0	25.2
TOTALS:	215	77	10	0	302	624	34.5	12.3	1.6	0.0	48.4

GRAND TOTALS:	492	110	15	7	624		78.9	17.6	2.4	1.1	100.0

STATE OF FLORIDA

DEPARTMENT OF STATE

WORK FORCE 1986

DEPARTMENT: 45 - DEPARTMENT OF STATE

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	1	0	0	1	5	0.0	20.0	0.0	0.0	20.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	16	6	1	0	23	42	38.1	14.3	2.4	0.0	54.8
10,000 - 12,999	34	8	1	0	43	218	15.6	3.7	0.5	0.0	19.7
13,000 - 15,999	41	10	1	1	53	152	27.0	6.6	0.7	0.7	34.9
16,000 - 24,999	74	9	2	0	85	198	37.4	4.5	1.0	0.0	42.9
25,000 PLUS	42	1	1	0	44	68	61.8	1.5	1.5	0.0	64.7
TOTALS:	207	35	6	1	249	683	30.3	5.1	0.9	0.1	36.5

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	4	0	0	0	4	5	80.0	0.0	0.0	0.0	80.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	6	11	1	1	19	42	14.3	26.2	2.4	2.4	45.2
10,000 - 12,999	112	62	1	0	175	218	51.4	28.4	0.5	0.0	80.3
13,000 - 15,999	77	17	3	2	99	152	50.7	11.2	2.0	1.3	65.1
16,000 - 24,999	99	12	2	0	113	198	50.0	6.1	1.0	0.0	57.1
25,000 PLUS	23	1	0	0	24	68	33.8	1.5	0.0	0.0	35.3
TOTALS:	321	103	7	3	434	683	47.0	15.1	1.0	0.4	63.5

GRAND TOTALS:	528	138	13	4	683		77.3	20.2	1.9	0.5	100.0

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STATE OF FLORIDA

DEPARTMENT OF INSURANCE

WORK FORCE 1986

LEGISLATIVE: 46 - INSURANCE

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	3	4	0	0	7	62	4.8	6.5	0.0	0.0	11.3
10,000 - 12,999	4	5	2	2	13	131	3.1	3.8	1.5	1.5	9.9
13,000 - 15,999	17	6	0	2	25	104	16.3	5.8	0.0	1.9	24.0
16,000 - 24,999	176	17	5	3	201	344	51.2	4.9	1.5	0.9	58.4
25,000 - PLUS	135	7	6	3	151	180	75.0	3.9	3.3	1.7	83.9
TOTALS:	335	39	13	10	397	821	40.8	4.8	1.6	1.2	48.4

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	22	32	0	1	55	62	35.5	51.6	0.0	1.6	88.7
10,000 - 12,999	64	49	3	2	118	131	48.9	37.4	2.3	1.5	90.1
13,000 - 15,999	56	17	5	1	79	104	53.8	16.3	4.8	1.0	76.0
16,000 - 24,999	123	13	5	2	143	344	35.8	3.8	1.5	0.6	41.6
25,000 PLUS	24	2	1	2	29	180	13.3	1.1	0.6	1.1	16.1
TOTALS:	289	113	14	8	424	821	35.2	13.8	1.7	1.0	51.6

GRAND TOTALS:	624	152	27	18	821		76.0	18.6	3.3	2.2	100.0

STATE OF FLORIDA

DEPARTMENT OF EDUCATION

WORK FORCE 1986

DEPARTMENT: 48 - EDUCATION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	21	20	1	1	43	161	13.0	12.4	0.6	0.6	26.7
10,000 - 12,999	38	41	0	1	80	423	9.0	9.7	0.0	0.2	18.9
13,000 - 15,999	65	15	0	0	80	280	23.2	5.4	0.0	0.0	28.6
16,000 - 24,999	140	21	3	2	166	444	31.5	4.7	0.7	0.5	37.4
25,000 PLUS	270	22	0	0	292	441	61.2	5.0	0.0	0.0	66.2
TOTALS:	534	119	4	4	661	1,749	30.5	6.8	0.2	0.2	37.8

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	69	45	3	1	118	161	42.9	28.0	1.9	0.6	73.3
10,000 - 12,999	198	136	7	2	343	423	46.8	32.2	1.7	0.5	81.1
13,000 - 15,999	143	53	4	0	200	280	51.1	18.9	1.4	0.0	71.4
16,000 - 24,999	245	26	3	1	275	444	55.2	6.5	0.7	0.2	62.6
25,000 PLUS	125	19	3	2	149	441	28.3	4.3	0.7	0.5	33.8
TOTALS:	780	282	20	6	1,088	1,749	44.6	16.1	1.1	0.3	62.2

GRAND TOTALS:	1,314	401	24	10	1,749		75.1	22.9	1.3	0.5	100.0

STATE OF FLORIDA

DEPARTMENT OF COMMERCE

WORK FORCE 1986

DEPARTMENT: 47 - COMMERCE

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	2	1	0	0	3	21	9.5	4.8	0.0	0.0	14.3
10,000 - 12,999	6	0	0	0	6	69	8.7	0.0	0.0	0.0	8.7
13,000 - 15,999	10	0	0	0	10	54	18.5	0.0	0.0	0.0	18.5
16,000 - 24,999	25	3	2	1	31	75	33.3	3.9	2.6	1.3	40.8
25,000 PLUS	48	3	3	0	54	73	65.8	4.1	4.1	0.0	74.0
TOTALS:	91	7	5	1	104	293	31.1	2.4	1.7	0.3	35.5

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	13	4	0	1	18	21	61.9	19.0	0.0	4.8	85.7
10,000 - 12,999	43	20	0	0	63	69	62.3	29.0	0.0	0.0	91.3
13,000 - 15,999	36	8	0	0	44	54	66.7	14.8	0.0	0.0	81.5
16,000 - 24,999	38	5	0	2	45	76	50.0	6.6	0.0	2.6	59.2
25,000 PLUS	16	2	1	0	19	73	21.9	2.7	1.4	0.0	26.0
TOTALS:	146	39	1	3	189	293	49.8	13.3	0.3	1.0	64.5

GRAND TOTALS:	237	46	6	4	293		80.9	15.7	2.0	1.3	100.0

STATE OF FLORIDA

DEPARTMENT OF ADMINISTRATION

WORK FORCE 1986

DEPARTMENT: 51 - ADMINISTRATION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 13,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	3	2	0	1	6	33	9.1	6.1	0.0	3.0	18.2
10,000 - 12,999	14	3	0	0	17	87	16.1	3.4	0.0	0.0	19.5
13,000 - 15,999	26	5	0	1	32	117	22.2	4.3	0.0	0.9	27.4
16,000 - 24,999	63	9	0	0	72	171	36.8	5.3	0.0	0.0	42.1
25,000 PLUS	74	6	0	0	80	121	61.2	5.0	0.0	0.0	66.1
TOTALS:	180	25	0	2	207	529	34.0	4.7	0.0	0.4	39.1

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 13,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	15	12	0	0	27	33	45.5	36.4	0.0	0.0	81.9
10,000 - 12,999	55	15	0	0	70	87	63.2	17.2	0.0	0.0	80.5
13,000 - 15,999	65	18	1	1	85	117	55.6	15.4	0.9	0.9	72.6
16,000 - 24,999	79	18	1	1	99	171	46.2	10.5	0.6	0.6	57.9
25,000 PLUS	36	4	1	0	41	121	29.8	3.3	0.8	0.0	33.9
TOTALS:	250	67	3	2	322	529	47.3	12.7	0.6	0.4	60.9

GRAND TOTALS:	430	92	3	4	529		81.3	17.4	0.6	0.8	100.0

STATE OF FLORIDA

DEPARTMENT OF CITRUS

WORK FORCE 1986

DEPARTMENT: 57 - CITRUS

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	0	0	0	0	0	2	0.0	0.0	0.0	0.0	0.0
10,000 - 12,999	0	1	0	0	1	12	0.0	8.3	0.0	0.0	8.3
13,000 - 15,999	5	1	0	0	6	25	20.0	4.0	0.0	0.0	24.0
16,000 - 24,999	13	0	0	0	13	36	36.1	0.0	0.0	0.0	36.1
25,000 PLUS	56	0	0	2	58	63	88.9	0.0	0.0	3.2	92.1
TOTALS:	74	2	0	2	78	138	53.6	1.4	0.0	1.4	56.5

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	1	0	0	2	2	50.0	50.0	0.0	0.0	100.0
10,000 - 12,999	11	0	0	0	11	12	91.7	0.0	0.0	0.0	91.7
13,000 - 15,999	19	0	0	0	19	25	76.0	0.0	0.0	0.0	76.0
16,000 - 24,999	23	0	0	0	23	36	63.9	0.0	0.0	0.0	63.9
25,000 PLUS	4	0	0	1	5	63	6.3	0.0	0.0	1.6	7.9
TOTALS:	58	1	0	1	60	138	42.0	0.7	0.0	0.7	43.5

GRAND TOTALS:	132	3	0	3	138		95.6	2.1	0.0	2.1	100.0

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STATE OF FLORIDA

PAROLE AND PROBATION COMMISSION

WORK FORCE 1986

DEPARTMENT: 78 - PAROLE COMMISSION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	0	0	0	1	13	7.7	0.0	0.0	0.0	7.7
10,000 - 11,999	0	1	0	0	1	16	0.0	6.3	0.0	0.0	6.3
12,000 - 15,999	1	0	0	0	1	23	4.3	0.0	0.0	0.0	4.3
16,000 - 24,999	15	4	0	0	19	53	28.3	7.5	0.0	0.0	35.8
25,000 PLUS	18	2	0	0	20	22	81.8	9.1	0.0	0.0	90.9
TOTALS:	35	7	0	0	42	127	27.6	5.5	0.0	0.0	33.1

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	9	3	0	0	12	13	69.2	23.1	0.0	0.0	92.3
10,000 - 12,999	8	7	0	0	15	16	50.0	43.8	0.0	0.0	93.8
13,000 - 15,999	14	8	0	0	22	23	60.9	34.8	0.0	0.0	95.7
16,000 - 24,999	29	5	0	0	34	53	54.7	9.4	0.0	0.0	64.2
25,000 PLUS	1	1	0	0	2	22	4.5	4.5	0.0	0.0	9.1
TOTALS:	61	24	0	0	85	127	48.0	18.9	0.0	0.0	66.9

GRAND TOTALS:	96	31	0	0	127		75.6	24.4	0.0	0.0	100.0

STATE OF FLORIDA

DEPARTMENT OF NATURAL RESOURCES

WORK FORCE 1986

DEPARTMENT: 74 - NATURAL RESOURCES

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	12	6	0	3	21	79	15.2	7.6	0.0	3.8	26.6
10,000 - 12,999	147	36	7	13	203	394	37.3	9.1	1.8	3.3	51.5
13,000 - 15,999	240	19	6	7	272	405	59.3	4.7	1.5	1.7	67.2
16,000 - 24,999	486	17	2	6	511	633	76.8	2.7	0.3	0.9	80.7
25,000 PLUS	226	1	1	0	228	247	91.5	0.4	0.4	0.0	92.3
TOTALS:	1,111	79	16	29	1,235	1,758	63.2	4.5	0.9	1.6	70.3

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	42	13	1	2	58	79	53.2	16.5	1.3	2.5	73.4
10,000 - 12,999	149	37	4	6	191	394	37.8	9.1	1.0	1.5	48.5
13,000 - 15,999	115	16	2	0	133	405	28.4	4.0	0.5	0.0	32.8
16,000 - 24,999	110	11	1	0	122	633	17.4	1.7	0.2	0.0	19.3
25,000 PLUS	19	0	0	0	19	247	7.7	0.0	0.0	0.0	7.7
TOTALS:	435	77	8	8	523	1,758	24.7	4.1	0.5	0.5	29.7

GRAND TOTALS:	1,546	353	24	37	1,758		87.9	8.6	1.4	2.1	100.0

STATE OF FLORIDA

GAME AND FRESH WATER FISH COMMISSION

WORK FORCE 1986

DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	6	1	0	0	7	17	35.3	5.9	0.0	0.0	41.2
10,000 - 12,999	16	0	0	1	17	86	18.6	0.0	0.0	1.2	19.8
13,000 - 15,999	91	2	0	0	93	147	61.9	1.4	0.0	0.0	63.3
16,000 - 24,999	359	3	0	1	343	394	91.1	0.8	0.0	0.3	92.1
25,000 PLUS	123	0	0	0	123	123	100.0	0.0	0.0	0.0	100.0
TOTALS:	595	6	0	2	603	767	77.6	0.8	0.0	0.3	78.6

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	6	2	0	0	10	17	47.1	11.8	0.0	0.0	58.8
10,000 - 12,999	60	8	1	0	69	86	69.8	9.3	1.2	0.0	80.2
13,000 - 15,999	52	2	0	0	54	147	35.4	1.4	0.0	0.0	36.7
16,000 - 24,999	31	0	0	0	31	394	7.9	0.0	0.0	0.0	7.9
25,000 PLUS	0	0	0	0	0	123	0.0	0.0	0.0	0.0	0.0
TOTALS:	151	12	1	0	164	767	19.7	1.6	0.1	0.0	21.4

GRAND TOTALS:	746	18	1	2	767		97.3	2.4	0.1	0.3	100.0

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STATE OF FLORIDA

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES

WORK FORCE

DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	1	1	0	0	2	3	33.3	33.3	0.0	0.0	66.7
6,000 - 7,999	0	0	0	0	0	6	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	53	21	1	4	79	381	13.9	5.5	0.3	1.0	20.7
10,000 - 12,999	137	40	3	3	183	902	15.2	4.4	0.3	0.3	20.3
13,000 - 15,999	245	40	34	2	327	1,061	23.1	4.3	3.2	0.2	30.9
16,000 - 24,999	998	121	39	6	1,164	1,582	63.1	7.6	2.5	0.4	73.6
25,000 PLUS	450	10	1	0	461	476	94.1	2.1	0.2	0.0	96.4
TOTALS:	1,884	239	78	15	2,216	4,413	42.7	5.4	1.8	0.3	50.2

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	1	0	0	0	1	3	33.3	0.0	0.0	0.0	33.3
6,000 - 7,999	6	0	0	0	6	6	100.0	0.0	0.0	0.0	100.0
8,000 - 9,999	207	90	4	1	302	381	54.3	23.6	1.0	0.3	79.3
10,000 - 12,999	536	159	21	3	719	902	59.4	17.6	2.3	0.3	79.7
13,000 - 15,999	566	127	37	4	734	1,061	53.3	12.0	3.5	0.4	69.2
16,000 - 24,999	373	34	11	0	418	1,582	23.6	2.1	0.7	0.0	26.4
25,000 PLUS	14	2	1	0	17	476	2.9	0.4	0.2	0.0	3.6
TOTALS:	1,703	412	74	8	2,197	4,413	38.6	9.3	1.7	0.2	49.8

GRAND TOTALS:	3,587	651	152	23	4,413		81.3	14.7	3.5	0.5	100.0

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STATE OF FLORIDA

DEPARTMENT OF REVENUE

WORK FORCE 1986

DEPARTMENT: 73 - REVENUE

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	10	6	0	0	16	100	10.0	6.0	0.0	0.0	16.0
10,000 - 12,999	14	17	0	2	33	230	6.1	7.4	0.0	0.9	14.3
13,000 - 15,999	49	12	2	0	63	234	20.9	5.1	0.9	0.0	26.9
16,000 - 24,999	248	16	16	4	284	451	55.0	3.5	3.5	0.9	63.0
25,000 PLUS	229	7	5	9	250	278	82.4	2.5	1.8	3.2	89.9
TOTALS:	550	58	23	15	646	1,294	42.5	4.5	1.8	1.2	49.9

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	1	0	0	0	1	1	100.0	0.0	0.0	0.0	100.0
8,000 - 9,999	45	39	0	0	84	100	45.0	39.0	0.0	0.0	84.0
10,000 - 12,999	122	63	9	3	197	230	53.0	27.4	3.9	1.3	85.7
13,000 - 15,999	136	27	8	0	171	234	58.1	11.5	3.4	0.0	73.1
16,000 - 24,999	131	22	8	5	167	451	29.0	5.1	1.8	1.1	37.0
25,000 PLUS	22	3	2	1	28	278	7.9	1.1	0.7	0.4	10.1
TOTALS:	457	155	27	9	648	1,294	35.3	12.0	2.1	0.7	50.1

GRAND TOTALS:	1,007	213	50	24	1,294		77.8	16.5	3.9	1.9	100.0

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STATE OF FLORIDA

DEPARTMENT OF GENERAL SERVICES

WORK FORCE 1986

DEPARTMENT: 72 - GENERAL SERVICES

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	49	56	4	0	109	205	23.9	46.0	2.0	0.0	72.7
10,000 - 12,999	56	118	2	1	179	324	17.3	36.4	0.6	0.9	55.2
13,000 - 15,999	59	25	0	0	94	170	34.7	20.6	0.0	0.0	55.3
16,000 - 24,999	131	7	1	2	139	209	62.7	2.4	0.5	1.0	66.5
25,000 PLUS	130	2	3	0	135	153	85.0	1.3	2.0	0.0	88.2
TOTALS:	425	256	10	6	666	1,061	40.1	24.1	0.9	0.5	65.6

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	18	38	0	0	96	205	8.8	18.5	0.0	0.0	27.3
10,000 - 12,999	71	72	1	1	145	324	21.9	22.2	0.3	0.3	44.9
13,000 - 15,999	57	19	0	0	76	170	33.5	11.2	0.0	0.0	44.7
16,000 - 24,999	65	5	0	0	70	209	31.1	2.4	0.0	0.0	33.5
25,000 PLUS	16	2	0	0	18	153	10.5	1.3	0.0	0.0	11.8
TOTALS:	227	136	1	1	365	1,061	21.4	12.8	0.1	0.1	34.4

GRAND TOTALS:	652	392	11	6	1,061		61.5	36.9	1.0	0.6	100.0

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STATE OF FLORIDA

DEPARTMENT OF CORRECTIONS

WORK FORCE 1986

DEPARTMENT: 70 - CORRECTIONS

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	3	1	0	1	5	256	1.2	0.4	0.0	0.4	2.0
10,000 - 12,999	169	50	6	10	234	925	18.2	5.4	0.6	1.1	25.3
13,000 - 15,999	2,228	609	101	37	2,975	4,067	54.8	15.0	2.5	0.9	73.1
16,000 - 24,999	3,460	639	42	35	4,176	5,510	62.8	11.6	0.8	0.6	75.8
25,000 PLUS	541	31	30	24	626	714	75.8	4.3	4.2	3.4	87.7
TOTALS:	6,400	1,330	179	107	8,016	11,472	55.8	11.6	1.6	0.9	69.9

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	194	46	10	1	251	256	75.8	18.0	3.9	0.4	98.0
10,000 - 12,999	486	181	23	1	691	925	52.5	19.6	2.5	0.1	74.7
13,000 - 15,999	756	312	20	4	1,092	4,067	18.6	7.7	0.5	0.1	26.9
16,000 - 24,999	941	364	24	5	1,334	5,510	17.1	6.6	0.4	0.1	24.2
25,000 PLUS	73	10	3	2	88	714	10.2	1.4	0.4	0.3	12.3
TOTALS:	2,450	913	80	13	3,456	11,472	21.4	8.0	0.7	0.1	30.1

GRAND TOTALS:	8,850	2,243	259	120	11,472		77.2	19.6	2.3	1.0	100.0

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STATE OF FLORIDA

DEPARTMENT OF LAW ENFORCEMENT

WORK FORCE 1986

DEPARTMENT: 71 - LAW ENFORCEMENT

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	1	0	0	2	9	11.1	11.1	0.0	0.0	22.2
10,000 - 12,999	16	6	0	0	22	139	11.5	4.3	0.0	0.0	15.8
13,000 - 15,999	25	7	1	0	33	161	15.5	4.3	0.6	0.0	20.5
16,000 - 24,999	123	13	1	0	137	287	42.8	4.5	0.3	0.0	47.7
25,000 PLUS	297	21	5	1	324	381	78.0	5.5	1.3	0.3	85.0
TOTALS:	462	48	7	1	518	977	47.3	4.9	0.7	0.1	53.0

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	2	5	0	0	7	9	22.2	55.6	0.0	0.0	77.8
10,000 - 12,999	86	28	0	3	117	139	61.9	20.1	0.0	2.2	84.2
13,000 - 15,999	81	45	2	0	128	161	50.3	28.0	1.2	0.0	79.5
16,000 - 24,999	126	19	2	3	150	287	43.9	6.6	0.7	1.0	52.3
25,000 PLUS	47	9	1	0	57	381	12.3	2.4	0.3	0.0	15.0
TOTALS:	342	106	5	6	459	977	35.0	10.8	0.5	0.6	47.0

GRAND TOTALS:	804	154	12	7	977		82.3	15.7	1.2	0.7	100.0

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STATE OF FLORIDA

COMMISSION OF ETHICS

WORK FORCE 1986

DEPARTMENT: 66 - COMMISSION ON ETHICS

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 13,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
14,000 - 15,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
16,000 - 17,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
18,000 - 19,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
20,000 - 21,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
22,000 - 23,999	0	0	0	0	0	2	0.0	0.0	0.0	0.0	0.0
24,000 - 24,999	2	0	0	0	2	3	66.7	0.0	0.0	0.0	66.7
25,000 PLUS	2	0	0	0	2	2	100.0	0.0	0.0	0.0	100.0
TOTALS:	4	0	0	0	4	9	44.4	0.0	0.0	0.0	44.4

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 13,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
14,000 - 15,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
16,000 - 17,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
18,000 - 19,999	0	1	0	0	1	1	0.0	100.0	0.0	0.0	100.0
20,000 - 21,999	0	1	0	0	1	1	0.0	100.0	0.0	0.0	100.0
22,000 - 23,999	1	1	0	0	2	2	50.0	50.0	0.0	0.0	100.0
24,000 - 24,999	1	0	0	0	1	3	33.3	0.0	0.0	0.0	33.3
25,000 PLUS	0	0	0	0	0	2	0.0	0.0	0.0	0.0	0.0
TOTALS:	2	3	0	0	5	9	22.2	33.3	0.0	0.0	55.6

GRAND TOTALS:	6	3	0	0	9		66.6	33.3	0.0	0.0	100.0

STATE OF FLORIDA

DEPARTMENT OF MILITARY AFFAIRS

WORK FORCE 1986

DEPARTMENT: 62 - MILITARY AFFAIRS

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	5	10	0	0	15	30	16.7	33.3	0.0	0.0	50.0
10,000 - 12,999	12	14	0	0	26	47	25.5	29.8	0.0	0.0	55.3
13,000 - 15,999	33	8	0	1	42	59	55.9	13.6	0.0	1.7	71.2
16,000 - 24,999	21	3	0	0	24	37	56.8	8.1	0.0	0.0	64.9
25,000 PLUS	15	0	0	0	15	15	100.0	0.0	0.0	0.0	100.0
TOTALS:	86	35	0	1	122	198	43.7	18.6	0.0	0.5	64.9

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	15	0	0	0	15	30	50.0	0.0	0.0	0.0	50.0
10,000 - 12,999	18	3	0	0	21	47	38.3	6.4	0.0	0.0	44.7
13,000 - 15,999	16	1	0	0	17	59	27.1	1.7	0.0	0.0	28.8
16,000 - 24,999	13	0	0	0	13	37	35.1	0.0	0.0	0.0	35.1
25,000 PLUS	0	0	0	0	0	15	0.0	0.0	0.0	0.0	0.0
TOTALS:	62	4	0	0	66	198	33.0	2.1	0.0	0.0	35.1

GRAND TOTALS:	148	39	0	1	188		78.7	20.7	0.0	0.5	100.0

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STATE OF FLORIDA

PUBLIC SERVICE COMMISSION

WORK FORCE 1986

DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
10,000 - 12,999	2	0	1	0	3	23	8.7	0.0	4.3	0.0	13.0
13,000 - 15,999	1	6	0	0	7	42	2.4	14.3	0.0	0.0	16.7
16,000 - 24,999	35	9	2	1	47	115	30.4	7.8	1.7	0.9	40.9
25,000 PLUS	114	5	0	0	119	152	75.0	3.3	0.0	0.0	78.3
TOTALS:	152	20	3	1	176	333	45.6	6.0	0.9	0.3	52.9

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	0	0	0	1	1	100.0	0.0	0.0	0.0	100.0
10,000 - 12,999	12	8	0	0	20	23	52.2	34.8	0.0	0.0	87.0
13,000 - 15,999	24	10	1	0	35	42	57.1	23.8	2.4	0.0	83.3
16,000 - 24,999	57	7	3	1	68	115	49.6	6.1	2.6	0.9	59.1
25,000 PLUS	32	1	0	0	33	152	21.1	0.7	0.0	0.0	21.7
TOTALS:	126	26	4	1	157	333	37.9	7.8	1.2	0.3	47.1

GRAND TOTALS:	278	46	7	2	333		83.4	13.8	2.1	0.6	100.0

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STATE OF FLORIDA

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

WORK FORCE 1986

DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	1	0	0	0	1	1	100.0	0.0	0.0	0.0	100.0
8,000 - 9,999	253	357	25	17	652	4,069	6.2	8.7	0.6	0.4	15.9
10,000 - 12,999	694	950	81	25	1,750	7,894	8.8	12.0	1.0	0.3	22.2
13,000 - 15,999	1,392	830	173	36	2,391	8,806	15.8	9.4	1.5	0.4	27.1
16,000 - 24,999	2,577	698	159	29	3,463	10,218	25.2	6.8	1.6	0.3	33.9
25,000 PLUS	1,295	99	95	61	1,550	3,013	42.0	3.3	3.2	2.0	51.4
TOTALS:	6,212	2,929	493	168	9,802	34,003	18.3	8.6	1.4	0.5	28.8

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1,550	1,685	154	23	3,422	4,069	38.1	41.4	3.8	0.8	84.1
10,000 - 12,999	2,864	2,950	296	34	6,144	7,894	36.3	37.4	3.7	0.4	77.8
13,000 - 15,999	3,452	2,566	383	16	6,417	8,808	39.2	29.1	4.3	0.2	72.9
16,000 - 24,999	4,789	1,643	283	40	6,755	10,218	46.9	16.1	2.8	0.4	66.1
25,000 PLUS	1,174	182	59	48	1,463	3,013	39.0	6.0	2.0	1.6	48.6
TOTALS:	13,829	9,026	1,175	171	24,201	34,003	40.7	26.5	3.5	0.5	71.2

GRAND TOTALS:	20,041	11,955	1,660	339	34,003		59.0	35.1	4.9	1.0	100.0

STATE OF FLORIDA

DEPARTMENT OF PROFESSIONAL REGULATION

WORK FORCE 1986

DEPARTMENT: 58 - PROFESSIONAL REGULATION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	3	3	0	0	6	49	6.1	6.1	0.0	0.0	12.2
10,000 - 12,999	10	3	0	0	13	142	7.0	2.1	0.0	0.0	9.2
13,000 - 15,999	10	2	1	1	14	91	11.0	3.3	1.1	0.0	15.4
16,000 - 24,999	79	6	1	1	87	155	51.0	3.9	0.6	0.6	56.1
25,000 PLUS	48	2	0	1	52	86	55.8	3.5	0.0	1.2	60.5
TOTALS:	150	16	2	3	172	523	28.7	3.4	0.4	0.4	32.9

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	24	18	0	1	43	49	49.0	36.7	0.0	2.0	87.8
10,000 - 12,999	88	39	1	1	129	142	62.0	27.5	0.7	0.7	90.8
13,000 - 15,999	63	12	0	2	77	91	69.2	13.2	0.0	2.2	84.6
16,000 - 24,999	67	1	0	0	68	155	43.2	0.6	0.0	0.0	43.9
25,000 PLUS	30	2	1	0	34	86	34.9	3.5	1.2	0.0	39.5
TOTALS:	272	73	2	4	351	523	52.0	14.0	0.4	0.8	67.1

GRAND TOTALS:	422	91	4	6	523		80.7	17.4	0.8	1.2	100.0

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STATE OF FLORIDA

DEPARTMENT OF ENVIRONMENTAL REGULATION

WORK FORCE 1986

DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	2	2	0	0	4	30	6.7	6.7	0.0	0.0	13.3
10,000 - 12,999	6	1	0	0	7	114	5.3	0.9	0.0	0.0	6.1
13,000 - 15,999	59	5	2	4	70	160	36.9	3.1	1.3	2.5	43.8
16,000 - 24,999	254	7	3	13	277	407	62.4	2.2	0.7	2.9	68.3
25,000 PLUS	214	0	1	14	229	261	82.0	0.0	0.4	5.4	87.7
TOTALS:	535	17	6	31	589	972	55.0	1.7	0.6	3.1	60.5

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	21	5	0	0	26	30	70.0	16.7	0.0	0.0	86.7
10,000 - 12,999	87	16	3	1	107	114	76.3	14.0	2.6	0.9	93.9
13,000 - 15,999	77	11	0	2	90	160	48.1	6.9	0.0	1.3	56.3
16,000 - 24,999	116	4	5	4	129	407	28.5	1.0	1.2	1.0	31.7
25,000 PLUS	31	0	0	1	32	261	11.9	0.0	0.0	0.4	12.3
TOTALS:	332	36	8	8	384	972	34.2	3.7	0.8	0.8	39.5

GRAND TOTALS:	867	53	14	38	972		89.2	5.4	1.4	3.9	100.0

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STATE OF FLORIDA

DEPARTMENT OF TRANSPORTATION

WORK FORCE 1986

DEPARTMENT: 55 - TRANSPORTATION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	139	166	10	26	340	541	23.9	28.6	1.7	4.3	56.5
10,000 - 12,999	619	375	46	48	1,088	1,813	34.1	20.7	2.5	2.6	60.0
13,000 - 15,999	972	240	79	41	1,332	1,763	55.1	13.6	2.2	2.3	73.3
16,000 - 24,999	2,040	218	81	47	2,386	3,027	71.9	7.7	2.9	1.7	84.1
25,000 PLUS	1,358	25	62	34	1,479	1,567	86.7	1.6	4.0	2.2	94.4
TOTALS:	5,129	1,024	238	196	6,585	8,561	59.9	12.0	2.8	2.3	76.9

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	136	68	14	23	241	541	23.4	11.7	2.4	4.0	41.5
10,000 - 12,999	455	226	20	24	725	1,813	25.1	12.5	1.1	1.3	40.0
13,000 - 15,999	364	85	14	8	471	1,763	20.6	4.8	0.8	0.5	26.7
16,000 - 24,999	379	41	18	13	451	3,037	13.4	1.4	0.6	0.5	15.9
25,000 PLUS	72	0	6	2	80	1,567	4.6	0.5	0.4	0.1	5.6
TOTALS:	1,406	420	72	70	1,976	8,561	16.4	5.0	0.8	0.8	23.1

GRAND TOTALS:	6,534	1,452	310	265	8,561		76.3	17.0	3.6	3.1	100.0

STATE OF FLORIDA

DEPARTMENT OF LABOR AND EMPLOYMENT SECURITY

WORK FORCE 1986

DEPARTMENT: 64 - LABOR & EMPLOYMENT SECURITY

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	18	20	0	0	38	202	8.9	9.9	0.0	0.0	18.8
10,000 - 12,999	29	37	3	0	69	503	5.8	7.4	0.6	0.0	13.7
13,000 - 15,999	226	79	31	4	340	1,177	19.9	6.9	2.7	0.4	29.9
16,000 - 24,999	449	102	20	5	576	1,402	32.0	7.3	1.4	0.4	41.1
25,000 PLUS	231	23	5	3	267	406	56.9	6.9	1.2	0.7	65.8
TOTALS:	953	266	59	12	1,290	3,651	26.1	7.3	1.6	0.3	35.3

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	1	0	0	0	1	1	100.0	0.0	0.0	0.0	100.0
8,000 - 9,999	82	79	3	0	164	202	40.6	39.1	1.5	0.0	81.2
10,000 - 12,999	212	191	29	2	434	503	42.1	38.0	5.8	0.4	86.3
13,000 - 15,999	444	284	63	6	797	1,177	39.1	25.0	5.5	0.5	70.1
16,000 - 24,999	598	187	35	6	826	1,402	42.7	13.3	2.5	0.4	58.9
25,000 PLUS	117	16	5	1	139	406	28.8	3.9	1.2	0.2	34.2
TOTALS:	1,454	757	135	15	2,361	3,651	39.8	20.7	3.7	0.4	64.7

GRAND TOTALS:	2,407	1,023	194	27	3,651		65.9	28.0	5.3	0.7	100.0

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STATE OF FLORIDA

DEPARTMENT OF BUSINESS REGULATION

WORK FORCE 1986

DEPARTMENT: 53 - BUSINESS REGULATION

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	0	0	1	0	1	18	0.0	0.0	5.6	0.0	5.6
10,000 - 12,999	7	2	2	1	12	126	5.6	1.6	1.6	0.8	9.5
13,000 - 15,999	31	2	3	1	36	107	29.0	2.8	2.8	0.9	35.5
16,000 - 24,999	157	16	14	1	188	296	54.9	5.6	4.9	0.3	65.7
25,000 PLUS	109	7	2	1	119	137	79.6	5.1	1.5	0.7	86.9
TOTALS:	304	28	22	4	356	674	45.1	4.2	3.3	0.6	53.1

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - $3,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	8	9	0	0	17	18	44.4	50.0	0.0	0.0	94.4
10,000 - 12,999	81	20	12	1	114	126	64.2	15.9	9.5	0.8	90.5
13,000 - 15,999	49	14	6	0	69	107	45.8	13.1	5.6	0.0	64.5
16,000 - 24,999	85	5	5	3	98	286	29.7	1.7	1.7	1.0	34.3
25,000 PLUS	16	1	1	0	18	137	11.7	0.7	0.7	0.0	13.1
TOTALS:	239	49	24	4	316	674	35.5	7.3	3.6	0.6	46.9

GRAND TOTALS:	543	77	46	8	674		80.6	11.5	6.9	1.2	100.0

STATE OF FLORIDA

DEPARTMENT OF COMMUNITY AFFAIRS

WORK FORCE 1986

DEPARTMENT: 52 - COMMUNITY AFFAIRS

SALARY RANGE	WHITE MALE	BLACK MALE	SPANISH MALE	OTHER MALE	TOTAL MALE	TOTAL	% WHITE MALE	% BLACK MALE	% SPANISH MALE	% OTHER MALE	% MALE
0 - 3,999	0	0	0	0	0	1	0.0	0.0	0.0	0.0	0.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	1	0	0	2	3	33.3	33.3	0.0	0.0	66.7
10,000 - 12,999	4	0	0	0	4	42	9.5	0.0	0.0	0.0	9.5
13,000 - 15,999	5	1	0	0	6	34	14.7	2.9	0.0	0.0	17.6
16,000 - 24,999	67	10	1	2	80	150	44.7	6.7	0.7	1.3	53.3
25,000 PLUS	46	5	2	1	54	74	62.2	6.8	2.7	1.4	73.0
TOTALS:	123	17	3	3	146	304	40.5	5.6	1.0	1.0	48.0

SALARY RANGE	WHITE FEMALE	BLACK FEMALE	SPANISH FEMALE	OTHER FEMALE	TOTAL FEMALE	TOTAL	% WHITE FEMALE	% BLACK FEMALE	% SPANISH FEMALE	% OTHER FEMALE	% FEMALE
0 - 3,999	0	1	0	0	1	1	0.0	100.0	0.0	0.0	100.0
4,000 - 5,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
6,000 - 7,999	0	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
8,000 - 9,999	1	0	0	0	1	3	33.3	0.0	0.0	0.0	33.3
10,000 - 12,999	27	10	1	0	38	42	64.3	23.8	2.4	0.0	90.5
13,000 - 15,999	19	7	1	1	28	34	55.9	20.6	2.9	2.9	82.4
16,000 - 24,999	52	12	4	2	70	150	34.7	8.0	2.7	1.3	46.7
25,000 PLUS	19	1	0	0	20	74	25.7	1.4	0.0	0.0	27.0
TOTALS:	118	31	6	3	158	304	38.8	10.2	2.0	1.0	52.0

GRAND TOTALS:	241	48	9	6	304		79.3	15.8	3.0	2.0	100.0

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